Leadership/Council Initiatives

- Following the recommendations from last year’s Pyramid communication audit, SGIM Council and staff worked to redefine the strategic direction of the Society. To that end, several new products were created and implemented during the course of the year:
  - SGIM mission statement: SGIM’s mission is to cultivate innovative educators, researchers, and clinicians in academic general internal medicine, leading the way to better health for everyone.
  - SGIM vision statement: A just system of care in which all people can achieve optimal health.
  - SGIM value statements:
    - High-value, evidence-based, person-centered, and community-oriented health care
    - Attention to population health outcomes and their social determinants
    - Excellence, innovation, and leadership in education, research, and clinical practice
    - Interdisciplinary collaboration and team-based care
    - Collegiality, mentorship, and career development
    - Diversity, equity, and inclusion
  - SGIM organizational goals:
    - Foster development of leaders in academic GIM
    - Advocate for a just system that brings optimal health for all people
    - Catalyze and disseminate innovative practice and scholarship that advances high-value, evidence-based, patient centered and population-oriented care
    - Ensure organizational health and a thriving SGIM staff
  - SGIM performance measures: The Society plans to track nine major metrics in areas of external relationships, advocacy, career development, and organizational health over the course of each year.
  - SGIM staff and leadership commitment document: created to codify the ways in which staff and leaders can work together effectively.

- Revision to Committee/Commission Annual Plans: Council and staff focused on developing a new approach to committee and commission annual planning during the June Council retreat. Committee-led initiatives were refocused on the 4 main organizational goals and right-sized to more closely align with Society resources. This spring, Council also revised the committee/commission annual planning process to foster better communication between the Council and each group about how to prioritize specific initiatives for the coming year.

- October Mini-Retreat: Select members of SGIM Council and staff met in Alexandria, VA for a day in October to discuss and clarify the focus of the high-value, evidence-based care goal.

- Pyramid Messaging Retreat: in December, Council and staff members participated in a 2-day messaging retreat with Pyramid Communications, focusing on identifying themes for new SGIM messaging.

- In July 2018, SGIM launched MemberSuite, an association management software (AMS), to manage member-related activities such as membership renewals, meeting & event registrations, committee management, award & competitions, financials, reporting, etc.

- Financial Growth Workgroup: In 2018, SGIM integrated the Development Committee into a Financial Growth Workgroup as part of an expanded Finance Committee. Their charge was to identify and prioritize strategies to increase revenue for SGIM. Their final recommendations to Council in December 2018 focused on membership, philanthropy, revenue generating programs (e.g., career development), grants, and exhibits/sponsorships. In each area, a series of fiscal goals and action items were established, which will direct Society priorities in the next 3-5 years.
Career Development Workgroup: Council created a workgroup, led by Mitch Feldman, to advise us on how to develop an integrated suite of career development programs that address the needs of SGIM’s members and comport with our capacity. The Workgroup used a variety of sources to inform its findings and recommendations, including a survey and semi-structured interviews with leaders of our career development programs. We are now in the process of integrating these recommendations into the guidance being given to the leaders of the programs. TEACH, LEAHP and LEAD will not have cohorts in the 2019-2020 year based on Council’s decision to pause these programs for applications during 2018.

Publications

- SGIM undertook a comprehensive publisher search in 2018-2019 for the *Journal of General Internal Medicine* and *Forum*. Led by a subcommittee of the JGIM editorial board, staff members, and a publishing consultant, this search solicited proposals from major publishing houses and conducted interviews and proposal reviews. SGIM is currently awaiting a final contract from the selected publisher for the next editorial term, January 2020-December 2024.

- The *Journal of General Internal Medicine (JGIM)* underwent a successful transition as co-editors-in-chief Jeffrey L. Jackson, MD, MPH, Carol K. Bates, MD and Steven M. Asch, MD, MPH assumed the helm of JGIM for a 5-year term that began with the January 2018 issue of the journal. The call for medical education articles resulted in a record number of submissions, and the Medical Education special issue will be published in May 2019. JGIM has secured funding for a special supplement focused on implementation science and a call for papers will be coming out soon. In April 2019, JGIM transitioned to a new online editorial management system; this is an important transition in how the JGIM articles are managed and the editorial team has spent hundreds of hours working with the new online portal to customize the system for JGIM. JGIM also successfully launched a new article submission type, concise research reports, which has proven quite popular among authors with hundreds of submissions. JGIM’s 2016 impact factor increased to 3.701, continuing an upward trend. Our 5-year impact factor rose to 4.366 and JGIM is ranked 22nd of 154 journals in “Medicine: Internal and General” and 13th of 90 journals in Health Care Sciences and Services. JGIM remains the #1 ranked journal in the primary health care category according to the Google scholar H-5 index.

- The JGIM Oversight Group completed a formal evaluation of the editors-in-chief after the first year of their editorial term. The group highlighted the strengths of the editors and supported their evolving plans for JGIM, while offering a few suggestions for improving communication among those involved in operations of the Journal.

- *Forum* underwent a stylistic refresh in early 2018 and debuted a new look and logo in April 2018. Theme issues over the past year included health policy, inter-professionalism, and the opioid epidemic. The newsletter also added a new feature article type, “Breadth”, that captures humanities and creative writing.

- GIM Connect, SGIM’s member-only online networking community, continues to evolve to meet member needs. Since its inception, over 65,000 content items have been created by members on the site. SGIM members continue to actively collaborate through GIM Connect by asking questions, sharing information, and compiling resources.

- Due in part to the increased visibility of streaming TweetWalls, media walls and promotion of the meeting hashtag, the number of tweets (5831) during the 2018 annual meeting increased by 26% over the previous year, and the number of participants using the hashtag (1451) increased 16%. Tweets came from attendees, members of the media, patients, scientific journals, research and professional organizations, nongovernmental organizations, and non-GIM healthcare personnel. SGIM’s influence in the social media realm continues to grow. Over the last year, SGIM’s Twitter followers have increased by 34%, Facebook by 21%, and LinkedIn by 29%.

Career Development Programs
• Through a brand-new partnership with ACP, #ProudtobeGIM funded 20 institutions to organize events locally to increase recognition about the field of GIM. More than half of the funded applications were partnerships between close institutions or institutions and their local or state ACP chapters. These events were publicized through extensive social media programs, increasing the reach of our organization and potentially leading to growth. Many events were held during #ProudtobeGIM week (February 25 – March 1, 2019) and highlighted videos and narratives on “why I am #ProudtobeGIM”. This social media initiative was the most successful #ProudtobeGIM event yet, reaching nearly 1.4M Twitter accounts with almost 4M timeline deliveries.

• The Young Scholars in GIM Scholarship, which provides complimentary meeting registrations to 25 medical students/residents reached a record-breaking number of applications since its rebranding from the Medical Student Scholarship four years ago. The Membership Committee received 133 applications compared to the 103 received during the previous year and 59 in 2017. The Membership Committee continued to promote this scholarship through targeted outreach to current resident and medical student members and non-member trainees that submitted to present at the upcoming annual meeting.

• SGIM, ACLGIM and the Society of Hospital Medicine (SHM) co-sponsored the 10th Annual Academic Hospitalist Academy (AHA) in Englewood, Colorado in September. The AHA provides academic hospitalists with the educational, scholarly and professional development skills they need to advance their careers and begin a pathway to success in academic hospital medicine. Once again, the highly successful program sold out at 100 attendees. In 2019, the AHA will add a level 2 program for mid-level hospitalists.

• The Leadership in Health Policy Program (LEAHP) continued for a second year in 2018-2019. Thirteen applicants were selected to participate in the program that has run from the 2018 annual meeting through the 2019 annual meeting. It has included in-person sessions, independent coursework, webinars, conference calls, and mentorship. Each scholar completed two capstone projects, which ranged from creation of a health policy curriculum, to publication of several articles and submission/acceptance of policy-based workshops at regional and national levels.

• At the 2018 annual meeting in Denver, SGIM welcomed the seventh TEACH cohort into the year-long program focused on teaching skills. In addition, a growing number of TEACH graduates convene each year at an annual meeting session dedicated to scholarship and community building. Since the program’s inception, 127 scholars have completed the requirements for the TEACH certificate. The TEACH program consists of over 12 hours of coursework at two annual meetings and scholars complete both independent and online study, and develop their educator’s portfolio under the guidance of a faculty mentor.

ACLGIM Initiatives

• The ACLGIM Summit took place in Paradise Valley, AZ, on December 2-4, 2018 with a record attendance of 82 chiefs and leaders. The theme of this year’s meeting was “Strengthening GIM and our Community.” Speakers addressed topics such panel size, equity in leadership, and philanthropy.

• In its 6th year, the ACLGIM LEAD program will graduate a cohort of 21 participants who entered the program at the 2018 annual meeting. LEAD is a year-long structured program designed to strengthen leadership capabilities through skill-based in person sessions, asynchronous learning throughout the year, and monthly leadership coaching.

• ACLGIM continued the second year of the WELL Program, with 18 participants. This program’s goal is to build a community of wellness champions from GIM and other primary care fields, who can improve work life conditions at their home institution and take their knowledge to other institutions facing stress and burnout. ACLGIM has partnered with Dr. Mark Linzer, Division Director in GIM at Hennepin County Medical Center, and well-known expert in the study of work life balance. This year-long program includes an in-person training session and discussion and collaboration via an online community, all led by Dr. Mark Linzer.

SGIM Meetings
• National Meeting: The Program Committee successfully organized the 2019 SGIM Annual Meeting “Courage to Lead: Equity, Engagement, and Advocacy in Turbulent Times,” on May 8 – 11, in Washington, DC. We saw an increase in the number of both Round 1 and Round 2 submissions this year. For the second year, patient and community stakeholders will join members at selected sessions during the meeting. SGIM Advocacy Day will take place on May 8 before the meeting, with over 100 SGIM annual meeting participants going to Capitol Hill to meet with their Congressional representatives. As of May 2, registration was at 2534, making this the largest meeting in SGIM history.

• Six regions held their annual meetings between September 2018 and February 2019. The regions include: Midwest, Mountain West, Mid-Atlantic, California-Hawaii, Northwest, and Southern. New England didn’t hold a regional meeting this year as they transition from a spring to fall 2019 meeting time. Overall, the 2018-19 total regional meeting attendance had several all-time attendee highs and/or comparable attendance from the previous year with a combined total of 1213 attendee. Two regions tested new locations in an effort to engage attendees who typically weren’t participating. The Southern region met in Houston, TX with 45% increase in attendees from Texas (83 people from TX attended in 2019 vs. 38 in 2018). The Northwest region held its meeting in Boise, ID pulling in 60 new attendees from the Boise area, up 23% from the previous year.

Development

• Advocacy Education Campaign: This two-year donor campaign builds SGIM’s capacity to serve our members, to educate SGIM members on key policy issues, and to train the next generation of our health policy leaders; strengthen our collaboration with other organizations and share our members' priorities with policymakers; and deepen our commitment to advocacy by maintaining a strong and vocal presence in the nation's capital. To date, we have received over $55,000 from our leadership and members for the full campaign. This campaign will conclude at the end of our fiscal year in June 2019.

• Career Fair/Exhibits: The fifth annual Career Fair will bring in 18 exhibitors and nearly $40,000 in advertising and exhibit revenue to the 2019 Annual Meeting. In the past year, leadership and staff have established a process to expand exhibitor and other support relative to SGIM’s mission and priorities and in accordance with our external funds policy.

• Legacy Program: This year, SGIM initiated the Legacy Program and now have five current Legacy Circle Members who have committed to bequests or planned giving to SGIM. Thanks to a contribution from a donor, we are initiating a Legacy Scholarship program to support membership and/or meeting registration fees for selected trainees as a “matching” incentive to potential Circle Members (i.e., at least one trainee will receive a Legacy Scholarship for each of the first 100 people joining the Legacy Circle). The Hess Foundation granted SGIM $75,000 for this initiative, that will be used for marketing and further development of the Legacy Program.

• Additional Funding and Grants:
  • In 2018-19, SGIM received $32,000 in support for Veterans Affairs (VA) activities at the Annual Meeting from the VA Health Services Research and Development Quality Enhancement Research Initiative (QUERI), and an additional $28,500 from the VA to support a future JGIM supplement on care coordination.
  • The Sergei S. Zlinkoff Fund for Medical Research & Education, Inc. funded visioning strategic planning activities in the amount of $50,000.

Committee Achievements

• The Membership Committee updated the eligibility requirements and application process for the Investing in GIM Membership Program, which provides a one-year complimentary membership to 30 first-year fellows. The updated eligibility requirements allowed for first-year fellows in the following fellowship programs to apply - general internal medicine, hospital medicine, geriatrics, hospice & palliative care, health services research, health policy and quality and safety. The new application process allowed for the fellows to apply for the program themselves through their SGIM account. In previous years, fellowship directors were required to
nominate their fellows for the program. These updates streamlined the application process and allowed for the program’s data to be included in the AMS for future analysis.

- The Health Policy Committee (HPC) held a retreat in March 2019 at SGIM’s national office. The retreat focused on expansion of advocacy efforts and reorganization of committee governance. During the year, members of the HPC have provided comments on the 2019 Physician Fee Schedule and signed onto letters in support of PCORI, AHRQ, VA Community Care, and CDC Gun Violence Prevention research among others. SGIM also formally joined the Cognitive Care Alliance (CCA). Members of the HPC regularly provided monthly articles for *SGIM Forum* and continued to educate members on important advocacy topics through the bi-weekly *Health Policy News* emails.

- The Education Committee completed quantitative and qualitative data collection via a national survey and focus groups examining the impact of advanced medical education training on clinician-educator productivity and job satisfaction and utilization of mentorship by clinician-educators to advance their careers. Position statements from the committee were submitted on behalf of SGIM regarding: ACGME’s proposed revision of internal medicine residency program requirements; ABIM’s proposed revision of internal medicine procedural training requirements; AAFP’s primary care descriptor packet; American Board of Medical Specialties’ Vision Commission report on maintenance of certification; and USMLE Numeric Score Reporting practices. Committee members served as representatives on the: Internal Medicine Education Advisory Board (IMEAB); ACGME Milestone 2.0 Project; SGIM Career Development Steering Committee; Obesity Medicine Education Collaborative. Members served as reviewers of workshops, updates, and abstracts for the 2019 Annual Meeting and will lead the Update in Medical Education and a Poster Walk & Talk of Abstracts in Medical Education Scholarship. Member will serve as one-on-one mentors and participate in the speed-mentoring program during TEACH 2.0 retreat at the 2019 Annual Meeting.

- The Clinical Practice Committee initiated the Hospitalist Practice Workgroup in 2018, focused on improving quality of care for hospitalized patients and various aspects of transition of care from hospital to home. The Practice Redesign Subcommittee continues to host bi-monthly sessions led by members and leading experts around the country with expertise in ambulatory primary care practice redesign and innovation. The Improving Practice Finances Subcommittee has provided resources that explain the nuances of coding and documentation relevant to GIM, the impact of new payment models evolving from the Medicare Access and CHIP Reauthorization Act (Merit-based Incentive Payment System and Alternative Payment Models), and the critical knowledge needed to achieve financial stability and growth in outpatient primary care practice. The Quality and Patient Safety Subcommittee and members will present 4 workshops on quality and safety topics at the 2019 annual meeting and has also given presentations on innovations and best practices during committee calls. The Evidence Based Medicine Subcommittee has partnered with *JGIM* to publish the Bottom Line Summary as a new journal series. This series, along with a newly developed Bottom Line Summary Podcast, will launch in the coming months. A *Forum* article was written by Yousaf Ali on “Diagnostic Errors in Internal Medicine.”

- The Research Committee will present three workshops at the annual meeting and successfully filled and led each of the selection committees for the following awards and submitted suggestions to improve the processes for next year: Best Published Paper, Mid-Career Research Mentoring, Outstanding Junior Investigator of the Year, John M. Eisenberg Award for Career Achievement in Research, and Founder’s Grant. The committee maintained the commonly used Dataset Compendium - in conjunction with our workshop at the annual meeting. The Committee communicated with the regional presidents about including research content in regional meetings to inspire future clinician investigators, anticipated in SGIM retreats and the Career Development Workgroup.

- The Ethics Committee analyzed ethical issues in population health, conducted over the past several years, and published in *JGIM* (2018; 33(3):370-375). Working closely with the Global Health and Human Rights Interest Group and Health Policy Committee, the Ethics Committee also supported the "Position on Physician Participation in Torture," which was endorsed this year by SGIM Council. Committee members wrote a *Forum*
piece on ethics and artificial intelligence (SGIM Forum 41 (12): 1,5) and launched a new "Ask an Ethicist" initiative on sgim.org.

- Due to the popularity of the Academic Hospitalist Academy, and previous attendees’ interest in more advanced training, the Academic Hospitalist Commission has partnered with the Society of Hospital Medicine (SHM) and ACLGIM to develop a potential AHA version 2.0 that would build on the skills attendees have previously developed. On February 8th-9th, co-directors Joanna Bonsall, MD and Nathan O’Dorisio, MD in coordination with SHM’s Brad Sharpe, MD, co-director of the original Academy, led a 2-day retreat to discuss planning, timing and educational objectives for a formal curriculum to be launched in fall 2019.

- The Academic Hospitalist Commission continues to support academic hospitalists by offering annual meeting activities including the Update in Hospital Medicine, and the Distinguished Professor in Hospital Medicine Keynote, Oral Abstract session, and Poster Walk and Talk. Additionally, the AHC supports the Academic Hospitalist Interest Group and commission members with hospital medicine-based workshops and will be providing opportunities for mentoring at the annual meeting. The AHC has been working with the Clinical Practice Committee to focus on hospital medicine issues. AHC members have been working with other groups including the APDIM to conclude the House Oversight Project - the data is being analyzed currently. AHC members are working with SHM members to develop a directory of Hospital Medicine electives. Dr. Luci Leykum just completed iHOPE, a national hospital medicine project.

- The Health Equity Commission (HEC) will host their annual health equity social justice symposium series submission for the 2019 SGIM Annual Meeting, “The Physician’s Voice as Social Justice Advocate and Champion,” in partnership with the Minorities in Medicine, Physicians for Social Responsibility, Physicians against Violence Interest Groups, and the Ethics Committee. The commission participated in the Inaugural Distinguished Professor of Health Equity Series (Dr. Lisa Cooper). HEC promoted advocacy on matters of health equity and social justice with SGIM strategic planning and setting of organizational goals and formed a writing group composed of HEC members to work on a manuscript covering HEC’s health equity social justice symposium series. HEC members participated in SGIM’s call for a liaison for the Societies Consortium on Sexual Harassment and SGIM’s Career Development Workgroup. For the second year in a row, ACLGIM invited the HEC to facilitate a diversity and inclusion workshop for the 2019 Hess Management Training and Leadership Institute.

- The Women & Medicine Commission continued the innovative Career Advising Program, which began in 2012, and has involved over 250 matched SGIM advisors and advisees. This longitudinal mentoring program enhances gender equity in leadership and academic promotion through targeted advising and sponsorship of female junior faculty members by senior members over a two-year period. In addition, at the Annual Meeting, the committee will host Dr. Kirsten Bibbins-Domingo as the 13th Distinguished Professor in Women and Medicine and select awards for best women’s health oral and poster abstract presentations.

- The Geriatrics Commission achieved the following: Acceptance of our workshop highlighting “Developing leaders in aging research through the NIA”. We successfully recruited NIA leaders: Dr. Marie Bernard, Dr. Robin A. Barr, Dr. Susan Zieman, Dr. Marcel Salive to present opportunities and resources that support researchers interested in aging research to develop the next generation of research leaders. The session will highlight key programs at the NIA and offer valuable in person contact with the NIA leaders. Our goal is that awareness of opportunities at NIA will improve inclusion of older adults in research and in turn will improve equity in care for older persons. Members of the Geriatrics Commission participated as an external advisory group (The Improving Wisely Physician Engagement Council for General Internal Medicine) for a project of the national Improving Wisely quality collaborative focusing on reducing high-risk prescribing in older adults. The project is led by a team based at the Johns Hopkins University. The team is using Medicare claims data to give personalized feedback to primary care physicians who are two standard deviations above the mean in number of medications and high-risk medications in older adults. In addition, in our continued tradition of hosting leaders in Geriatrics for Distinguished Professor in Geriatrics for the past 15 years, the Commission is thrilled to
host Dr. Peter Boling, an expert in aging and value-based care. He will also lead the Aging/Geriatrics oral abstract presentations and will lead the Geriatrics Poster Walk and Talk. In conjunction with Geriatrics Interest Group, members will be leading the Update in Geriatrics at the 2019 Annual Meeting.