

SGIM's Notable Achievements in 2022-2023

This year's Notable Achievements highlight the top areas of accomplishment related to our four main strategic goals:

- Promote scholarship in person-centered and population-oriented approaches to improving health.
- Foster the development of general internal medicine leaders in academic and other settings.
- Ensure organizational health, including a thriving staff.
- Advocate for our vision of a just health system that brings optimal health for all people.

Diversity, Equity, and Inclusion (DEI) and Anti-Racism Work

SGIM continues our work to create a more diverse, equitable, and inclusive professional home for our members:

- Revised curricula of our career development programs to include DEI and anti-racism topics.
- Partnered with Christiana Care to launch the Harrington Equity in Academic Leadership (HEAL) program for supporting the career development of primary care leaders underrepresented in medicine.
- Collected, analyzed, and shared data on gender, race, ethnicity, and other characteristics of SGIM membership, regional and national leadership, awardees, and award selection committees.
- Nominations Committee selected a diverse slate of candidates for Council positions from a broad range of nominees.
- Regions elected DEI chairs to lead DEI efforts at the regional level including programmatic focus, DEI scholarships, and outreach to Historically Black Colleges and Universities (HBCUs).
 - The Southern Region asked all clinical update presenters to include one objective related to healthcare equity or workforce diversity and inclusion, and led efforts to increase HBCU engagement by creating special sessions for students in the Xavier University pre-med program
- The Research, Education, Clinical Practice, Health Policy, and Ethics Committees collaborated on developing an SGIM position statement on Incorporating Anti-Racist Principles Throughout the Research Cycle.
- Education Committee formed an anti-racism workgroup to provide advice on the process for selecting new committee members and the processes related to education awards.

GIMLearn, Continuing Medical Education (CME), and Maintenance of Certification (MOC)

- GIMLearn, SGIM's online learning portal, has had over 1,700 users, has delivered 21 live events (webinars and Medical Education Scholarship mini-course) with 735 attendees, and has hosted 104 asynchronous activities (Annual Meeting and webinar recordings), engaging over 200 individuals and providing over 250 CME/MOC credits.
- GIMLearn provides an easier way for SGIM meeting attendees to complete their meeting evaluations and request CME/MOC credits. Since April 2022, SGIM delivered an Annual Meeting, five in-person regional meetings, and two virtual regional meetings, with a total of about 3200 registrants, 27% of whom requested CME/MOC credits for a total of 11,834 hours of CME and 10,201 hours of MOC.

Career Development Programs

- The ACLGIM LEAD Program, in its 10th year, is a year-long structured experience designed to expand leadership capabilities. After a pause during the pandemic, the program recruited 15 participants for the 2023-2024 cohort

- ACLGIM's Unified Leadership Training in Diversity (UNLTD) Program for underrepresented in medicine (UIM) minority groups welcomed four fellows in 2022-2023 and 2023-2024. Each fellow is paired with an experienced leader who will serve as a mentor. Fellows and their mentors are invited to quarterly video programmatic meetings. The program was expanded to provide additional support to attend the SGIM Annual Meeting and the ACLGIM Winter Summit.
- The Harrington Trust Foundation, through the Christiana Care health system, awarded SGIM a 3-year grant for \$230,000 to establish the Harrington Equitable Academic Leadership (HEAL) Program. Its purpose is to diversify and expand the network of primary care physicians in Delaware in collaboration with the Society of Teachers of Family Medicine by providing access to career development programs that will enhance the ability of Christiana Care to recruit and retain general internists and family physicians from UIM minorities.
- The Leadership in Health Policy (LEAHP) Program graduated 11 scholars from the 2022-2023 cohort and recruited 19 scholars for the incoming cohort. LEAHP aims to develop SGIM members who are effective active health policy advocates and local health policy experts, leaders, and teachers.
- The Career Advising Program (CAP) has matched 230 SGIM members over the last 10 years to help junior and mid-career women faculty navigate academic advancement opportunities. In 2022-2023, CAP hosted 3 webinars to learn from leaders in GIM. CAP received 27 applications in 2023.
- In 2022-2023, the TEACH certificate program, developed by the Education Committee, engaged 18 junior clinician educators in the year-long program that focuses on teaching skills and offers instruction and assessment with tangible outcomes.

SGIM Committee Work

Academic Hospitalist Commission

- Published 4 perspective pieces in the Journal of Hospital Medicine, covering why an academic niche is essential for professional growth, how to develop a niche, how to change your niche, and thinking about your professional identity beyond your academic niche.
- In partnership with the Society of Hospital Medicine, held the Academic Hospitalist Academy (AHA) Level 1 program with 68 registrants in 2022.
- Created the AHA Level 2 Task Force which has prepared a new proposal for a mix of recorded sessions and live interactive virtual sessions over a 6-week period that will help mid-career academic hospitalists advance their careers and divisional reputations.

Clinical Practice Committee

- Collaborated with the Health Policy and Education Committees to prepare a position statement on "Telehealth Policy, Practice and Education Recommendations."
- Published Bottom Line Summaries in JGIM
- Streamlined the structure of the committee to facilitate general participation while also focusing on 3 subcommittees (Practice Redesign, Quality and Patient Safety, and Evidence Based Medicine).

Education Committee

- Provided comments on education-related policies, including:
 - Draft standards from the American Board of Medical Specialties on how to improve the transition from undergraduate medical education (UME) to graduate medical education (GME)
 - Staggered 2-step match and rank order list lock functionality proposed by the National Resident Matching Program (NRMP)
 - Revision of foundational competencies for UME
- Authored manuscripts and position papers, including:
 - Telehealth Competencies in Medical Education: New Frontiers in Faculty Development and Learner Assessments (*Published in JGIM*)

- Changing the Assessment Paradigm: Promoting a Growth Mindset Across the Medical Education Continuum (*Published in Amer J Med*)
- Teaching Learners to Address Misinformation: Getting Back to the *Basics* (*Published in SGIM Forum*)
- Role of the generalist: bringing meaning and purpose to our careers and framing our work in a positive way to create a pipeline (*submitted to SGIM Forum*)
- Clinician Educator Milestones (*submitted to JGIM*)
- Represented SGIM in interactions and meetings with the Alliance for Academic Internal Medicine (AAIM) Internal Medicine Education Advisory Board (IMEAB), American College of Physicians (ACP) Advocacy for Internal Medicine Educators (AIME), and National Board of Medical Examiners (NBME) new growth and innovations unit.
- Led educational activities, including the TEACH Program, Teaching Education for Postgraduate Trainees at the Mid-Atlantic regional meeting, Bite-Sized Teaching Competition at the Southern regional meeting, web-based education module on care of diabetic kidney disease, and a guide on teaching structural and social determinants of health in UME and GME (in conjunction with the Social Determinants of Health Interest Group).

Ethics Committee

- Continued the “Ask an Ethicist” initiative in *SGIM Forum*, “Caring for An Incarcerated Patient” (August 2022)
- Hosted webinar on “How Should Physicians Respond to Colleagues who Disseminate Misinformation?”
- Prepared a paper on “Disability and COVID-19” (to be submitted for publication)

Geriatrics Commission

- Facilitated liaison with American Geriatrics Society (AGS), to offer joint workshop on transitions and home-based primary care, adaptation of Choosing Wisely within an electronic medical record, and updates from the National Epic Geriatrics Advisory Board
- Reviewed and commented on the ACP’s policy paper on “Long-term services and supports for the elderly.”

Health Equity Commission

- Produced four “Advocating for Equity” webinars:
 - Advocating for Equity with Civic Engagement - October 2022
 - Bringing the Outside: An Inclusion Health Care Clinical Model - December 2022 (Collaboration with the Clinical Practice Committee)
 - Advocating for Climate Justice to Address Structural Racism - January 2023
 - Advocacy in Medicine: Achieving Equity for Patients and Physicians with Disabilities – April 2023
- Designed equity programming for the Student, Resident, and Fellow Track at the 2023 Annual Meeting, including a workshop on “The Future is Bright: Preparing Tomorrow’s Health Equity and Advocacy Leaders (Future HEALers) for Success” and an interest group for learners interested in equity.

Health Policy Committee/SGIM Advocacy

- Signed onto or sent in over 80 comments or letters of support on legislative initiatives, including women’s health, gun violence prevention, telehealth support, long COVID, and strengthening primary care. SGIM also signed onto amicus briefs on mifepristone litigation (Washington State vs. FDA) and race-conscious admissions programs.
- Developed Society-endorsed statements on gun-related violence, reproductive rights, laws affecting LGBTQ+ health, the overturn of *Roe v. Wade*, and telehealth.

Research Committee

- Developed and implemented a national survey to understand the needs and experiences of GIM research fellows during and in the first 10 years after fellowship completion. The results were summarized in a report submitted to the Research Committee. The report included recommendations for SGIM to better align our offerings to serve this membership group and was submitted to Council for further consideration.
- Designed the SGIM - Veterans Affairs (VA) Partnered Research Certificate Program to help scientists conduct research in partnership with learning healthcare systems. The program received a record-breaking 42 applications and accepted 18 VA Mentees and 2 non-VA Mentees each of whom will be paired with a mentor.

Women and Medicine Commission

- Supported the Parenting in Medicine Interest Group in collaborating with the ACP on their monthly Café's
- Collaborated with the Research Committee on the GIM Fellows Survey
- Represented SGIM on the Steering Committee and Dissemination Committee of the Women's Preventive Services Initiative
- Provided feedback for the LGBTQ+ Interest Group's white paper
- Completed the position paper on Sex and Gender Based Women's Health Core Competencies that were approved by Council and submitted to JGIM

SGIM23 Annual Meeting

- Under the leadership of Program Committee chair Shelly-Ann Fluker and co-chair Milda Saunders, SGIM23: General Internal Medicine: Meeting the Promise of Tomorrow will take place May 10-12, 2023, in Aurora, CO. As of April 20, 2,253 people had registered for the meeting.
- The meeting will feature hundreds of sessions including 100 workshops and over 1,500 posters. Special meeting features this year include a mentoring panel on Careers in Medicine and Government and an SGIM Community Forum. Discussion will focus on how SGIM can support members who live and work in states with policies that conflict with SGIM's mission.
- Members will be educated on SGIM/Gaylord hotel sustainability efforts and will receive guidance on steps they can take to increase personal sustainability efforts at the meeting. Members will be encouraged to participate in advocacy through our *#HousingisHealthcare* campaign.

SGIM Regions

- Held 5 in person and 2 virtual regional meetings this year. The Board of Regional Leaders (BRL) established uniform COVID protocols for each region, accounting for regional differences in local policies that may impact whether measures may be mandated or strongly recommended. While overall in-person registration numbers did not reach pre-pandemic levels, registration was strong. Mountain West was the only region to surpass their last in-person registration total (100 vs. 74). The other in-person meetings averaged 67%-90% of their pre-pandemic numbers.
- The BRL made progress in exploring options for realigning the SGIM regions. The BRL solicited the input of the Regional Presidents, immediate past-Presidents, President-elects, and members regarding potentially unforeseen pitfalls before they arise and gauge member sentiment.

ACLGIM

- In late 2022, members of ACLGIM brought to light a national challenge regarding recruitment and retention of academic general internists. The significance of this issue led the ACLGIM Executive Committee to change the focus of the 2023 Hess Institute to allow members to gather as soon as

possible to address this challenge. ACLGIM contracted Civic Canopy, a strategy consultant in the Denver area, to assist in this process which will include efforts to identify root causes by importance and possible solutions. The goal is to develop strategies that can be instituted at the Division/Institution level that will increase the number of residents choosing primary care careers and then sustaining an academic primary care career.

- The ACLGIM Winter Summit, “Pursuing your Purpose: Rediscovering the GIM Mission”, took place in Paradise Valley, AZ, December 11-13, 2022, with 67 attendees. New this year was an afternoon of content for those who recently entered a leadership role. Topics included managing up and making an impact as a leader within the first 90 days. Newly appointed leaders were able to work through case studies in leadership dilemmas with the support of experienced leaders.

Philanthropy/Finance

- The Forging Our Future Program was initiated in November 2020 with an initial goal of \$500,000; this goal was achieved in 2022 with strong support from SGIM’s Council, past presidents, the Hess Foundation, and more than 500 members. Strong philanthropic participation enabled SGIM to enrich its efforts in key priority areas, including support of early career and UIM members. With donors’ help, SGIM was able to fund 75 memberships per year to first year fellows through the Investing in GIM Membership Program; provide over 50 scholarships for medical student and resident members to attend the 2023 Annual Meeting through the National Young Scholars in GIM Program (nearly 85% of applicants became members of SGIM); double the number of participants in ACLGIM’s UNLTD Program; and invest in a platform to facilitate mentoring programs.
- SGIM continued our partnership with the VA Office of Research and Development to support the VA Partnered Research program (\$150,000), the VA symposia series at the Annual Meeting (\$32,000) and a JGIM Supplement on Access to Care (\$83,000).
- SGIM continued its agreement with UpToDate to provide 30 reviewers annually who share their primary care perspective on evidence-based resource materials for health care professionals.
- The Council of Medical Specialty Societies (CMSS) awarded SGIM a grant for \$100,000 through the Gordon and Betty Moore Foundation for a development of an educational intervention for mitigating racial disparities in diagnostic decision making, led by Drs/ Cristina Gonzalez and Monica Lypson.

SGIM Mentor Match

SGIM continued its use of Chronus, a mentoring platform. We invited all SGIM members to participate in our Annual Meeting 1-on-1 mentoring program and asked members interested in serving as a mentor to complete their mentor profile early. This enhanced the use of the mentor/mentee compatibility algorithm and allowed us to give mentees a list of recommended mentors from which to choose. SGIM will use Chronus to match mentors with the 145 individuals who registered to participate.

Journal of General Internal Medicine & SGIM Forum

Journal of General Internal Medicine (JGIM):

- SGIM undertook an Editor-in-Chief search for JGIM. After a 9-month search, the Editorial Board invited Joseph Conigliaro, D. Michael Elnicki, and Lenny Lopez to lead the Journal for the next five years. Their term begins July 1, 2023 with responsibility for the January 2024 issue. Steven Asch, Carol Bates, and Jeffrey Jackson will step down as Editors-in-Chief after a six-year term.
- The JGIM Fellowship Program continues to be successful with 5 people selected for the 202-2024 cohort, including a Japanese fellow selected in collaboration with the Fukushima Medical University. The Editorial Fellowship is designed to give a deeper understanding and experience in the peer review, editorial, and academic writing process.

- JGIM received 2771 manuscripts and had an acceptance rate of 22%. Original research counted for 1323 submissions in 2022.
- JGIM's impact factor reached a new high of 6.47 in 2022, ranking in the top 30 for general and internal medicine journals.
- JGIM published supplements on "Patient & Veteran Engagement in Healthcare Research," "Moving Women Veterans' Health research Forward," and "Bridging the Gap: Transforming Medical and Social Care for Diabetes."

SGIM Forum:

- A search committee for the next Forum Editor-in-Chief was convened and recommended to Council that Michael D. Landry assume the role, effective with the August 2023 issue through June 2026. Tiffany I. Leung will step down as Forum Editor-in-Chief after three years of service.
- *SGIM Forum* produced 12 issues this year including the special issues on: Medical Education Innovations and Explorations, and LGBTQIA+, Sex, and Gender Minority Health.

Membership, Membership Committee & Trainee Engagement Programs

- Race to 100: an inaugural committee/commission competition for membership renewal. This competition tracked the renewal rates of committees and commissions, rewarding the first three groups that reached 100% renewal with recognition on GIM Connect and across SGIM's social media platforms. Of the 16 participating committees/commissions, totaling over 800 members, two committees reached 100% renewal before March 1st, with the third-place winner reaching 97% renewal. All other participating committees and commissions reached 76% or greater renewal rates.
- Frontliners: Social Justice is celebrating its second-year highlighting SGIM members at the front lines of social justice issues. It recognized 19 members at the faculty and trainee level. Topics included climate change, racial disparities, LGBTQ+ health, the opioid epidemic, veteran care, and medical care for the homeless. The interviews with members are shared on SGIM's social media pages, bi-weekly e-News, and on the SGIM website.
- HBCU Engagement: In 2022, the membership committee undertook efforts to complete membership profiles, which allowed the group to review the demographics of membership as a whole and begin efforts to expand membership from underrepresented institutions, including HBCUs. The committee created a contact list to reach out to medical education leaders at the four current HBCU-affiliated medical schools. New members were contacted and connected with regional and national meeting opportunities.

External Organizations

- SGIM's leadership devoted substantial attention to our relationships with external organizations in primary care, hospital medicine, broader medical societies, and governmental agencies that can help us achieve our mission.
- SGIM gave high priority to its relationship with the Primary Care Collaborative, which is dedicated to advancing an effective health system built on a strong foundation of primary care. As an executive organizational member, SGIM had a prominent role in promoting policies that support primary care, including advocacy for: 1) a hybrid primary care payment option in the Medicare Shared Savings Program; 2) continuous eligibility for individuals on Medicaid; .3) a bonus for primary care services delivered to Medicare/Medicaid dually eligible beneficiaries and Low-Income Subsidy recipients; 4) increasing Medicare payment for behavioral health integration; and 5) enhancing support for behavioral health and equity in Medicare Advantage plans. Thanks to PCC's

advocacy, 17 states have enacted legislation or taken administrative action to measure and/or enhance primary care investment.

- SGIM is in its second year as an organizational member of Primary Care for America, a coalition of organizations led by the American Academy of Family Physicians (AAFP) that is educating policymakers about the value of primary care.
- SGIM leadership continues to work with leaders of the ACP, AAIM, and SHM in areas of common interest, including: 1) ACP's vision for health care reform; 2) internal medicine and primary care pipelines; and 3) wellness of members.
- As an organizational member of CMSS, SGIM participated in collective advocacy on critical issues that cut across specialty societies. As a member of CMSS, SGIM was eligible to apply for and received a \$100,000 grant for developing a curriculum on mitigating racial disparities in diagnostic decision making.
- SGIM leadership continued to strengthen ties with the Association of American Medical Colleges (AAMC) by participating in meetings and advocacy activities of the Council of Faculty and Academic Societies (CFAS).
- SGIM leadership communicated with leaders of the Agency for Healthcare Research and Quality, the National Institute for Minority Health and Health Disparities, the Patient Centered Outcomes Research Institute, and the VA.