COUNCIL ON WORKFORCE AND MEMBER ENGAGEMENT

Thursday, November 5, 2026
2:30 – 5 p.m.
Location: Montgomery C, The Woodlands Waterway Marriott Hotel
Zoom connection information: Meeting ID: 817 8752 3312 | Passcode: 859037

AGENDA

1. Call to order by Eric Lee, MD, chair (Dan Sepdham, MD, vice chair)
2. Introductions
3. Approval of report – April 10, 2026
4. Current business
    A. Award selection: Review nominations criteria
    B. Physician Well-Being Task Force update
    C. Membership dashboard
    D. 2026 Student and Resident Summit recap and planning for 2027
    E. Resident graduation gift update
    F. AAFP Residency Ambassador update
    G. HOSA outreach and volunteer opportunities
    H. TFMPP update and preceptor recruitment
5. Other business
    a. Recognize outgoing chair, welcome incoming chair and vice chair.
6. Adjourn

Kathy McCarthy and Juleah Williams are the staff liaisons for this group.

TAFP Board, Council, and Committee Members -

We look forward to seeing you at our upcoming Annual Session and Primary Care Summit and for the important discussions that will take place during our business meetings. Agenda packets will be distributed toward the end of next week.

I also want to share a new policy recently approved by the TAFP Board of Directors regarding meeting recordings, transcription, and AI notetaking tools.

The purpose of this policy is to foster an environment where our volunteer leaders feel comfortable sharing ideas, asking questions, and participating in open and candid discussions. We want members to be confident that meeting conversations will be handled appropriately and that their comments will be respected within the context of those discussions.

While individual meeting recordings and AI notetaking tools will not be permitted without prior authorization, TAFP staff will continue to prepare official meeting minutes or reports to keep members informed, including those who are unable to attend.

The full policy is included below for your reference. Please take a moment to review it before our upcoming meetings.

Thank you for your leadership and commitment to TAFP. If you have any questions or concerns about the policy, please don't hesitate to contact your staff liaison or me.

TAFP Meeting Recording and AI Notetaking Policy

To protect the confidentiality of discussions and promote open participation, TAFP meetings may not be recorded, transcribed, or accessed by artificial intelligence (AI) notetaking or meeting-assistant tools by participants without prior authorization.

This policy applies to all TAFP meetings, including Board, committee, council, and task force, whether conducted virtually, in person, or in a hybrid format. For the purposes of preparing official reports and minutes, TAFP staff may use recording, transcription, and notetaking tools provided they comply with TAFP's record retention policy.

- **Recording and Transcription:** Participants may not audio record, video record, transcribe, or otherwise capture a meeting without prior approval from the meeting chair or designated TAFP staff.
- **AI Notetaking Tools:** AI meeting assistants, bots, transcription services, or similar automated tools may not join, access, record, or transcribe TAFP meetings without prior authorization.
- **Notice to participants:** When recording, transcription, or an AI tool are used by staff or authorized for members to use, participants will be informed at the beginning of the meeting.

- **Enforcement:** The meeting chair or designated TAFP staff may deny access to or remove any unauthorized recording, transcription, AI notetaking, or automated meeting tool from a TAFP meeting.

TAFP reserves the right to determine when recording, transcription, or AI-assisted notetaking is appropriate based on the nature and confidentiality of the meeting.

Sincerely,

Kathy McCarthy, CAE
Chief Operating Officer
Texas Academy of Family Physicians

COUNCIL ON WORKFORCE AND MEMBER ENGAGEMENT REPORT

Author: Juleah Williams
Meeting date: April 10, 2026

The following members and guests attended the meeting in person: Eric Lee, MD; Dan Sepdham, MD; Crawford Allison, MD; Trica Elliot, MD; Katharina Hathaway, MD; Geri Langham, MD; Tamara McGregor, MD; Saul Ruvalcaba, MD; Mary Shipman, DO; Vivianna Wu, DO; Michelle Le, DO; Landon Hofman, Donald Nino, MD, Board Liaison. Staff members Kathy McCarthy, and Juleah Williams. Guests: Rashmi Rode, MD; Jose Rincon, MD; Lane Aiena, MD; Christina Kelly, MD; Jessica Glick, DO

The following members and guests attended the meeting via Zoom: Rebecca Campos, MD; Naomi D'Acolatse, MD; Chelsea Mendonca, MD; Vartika Atrey, MD; Trica Elliot, MD; Jennifer Liedtke, MD; Karen Mitchell, MD; and Residency Program Directors and/or faculty were invited to join via Zoom to hear Dr. Karen Mitchell's presentation.

MINUTES

1. The meeting was called to order by Eric Lee, MD, chair at 3 p.m.
2. The report for the November 13, 2026, meeting was approved.
3. The council reviewed the membership dashboard document. Kathy reported a decline in membership, noting that many older members are transitioning to life membership while younger members are not being retained at the same rate. The discussion focused on efforts to improve renewal rates through enhanced email, postcard, and text message reminders, which helped reinstate 174 memberships.
4. One of our efforts to improve retention of graduating residents is by asking them to provide us with their new contact information. This helps us stay connected but also allows us to celebrate their graduation by sending them a gift box. 73% of those that updated their information renewed their membership by March 23.
5. Dr. Jessica Glick, the co-chair of the well-being task force provided an update announcing a $25,000 donation from Dr. Chrisette Dharma for well-being lectures, with the first lecture planned by Dr. Sarah Ashitey in November during annual session. Dr. Glick also shared that based on the survey results, the task force will focus on wellness initiatives including financial wellness, professional fulfillment, contract negotiations and career development resources.

6. Dr. Rashmi Rode gave an update from the newly formed IMG licensure task force, which is working to identify factors influencing resident retention in Texas, particularly addressing licensing challenges and costs for international medical graduates. She also discussed challenges with the Conrad 30 program, including limited seats and the new $100,000 H1B requirement starting September 2025, which may impact international medical graduates (IMGs). She mentioned a task force working on potential exemptions for medical professionals and encouraged members to join efforts to support IMGs. The group also discussed the importance of updating the pre-approved schools list to help residents get considered for interviews and the potential impact of the Doctor's Act on provisional licensure and unmatched residents.
7. Dr. Karen Mitchell, from the AAFP, provided updates on the Residency Selection Improvement Initiative (RSII), a national effort to improve the efficiency and fairness of the family medicine residency match process. Developed in response to concerns about unmatched positions and declining student interest in family medicine, the initiative is now moving into implementation and is expected to impact the 2027 Match.

   A major component is the creation of a centralized residency information tool to make it easier for applicants to compare programs. Family medicine-specific information will be integrated into resources such as AAMC Residency Explorer, AMA FREIDA, and the AAFP Residency Directory. Programs were encouraged to keep their data updated through the AAFP directory and upcoming residency census surveys.
8. An update was provided on the upcoming Student and Resident Summit, scheduled for August 22, 2026, at the Westin Dallas Fort Worth Airport. The Summit will again feature the Residency and Career Fair, which continues to be a highly valued opportunity for networking and recruitment. The Clerkship and Residency Coordinator Conference and the Family Medicine Leadership Collaborative will take place prior, on August 21.
9. The council discussed upcoming volunteer opportunities, including serving as a preceptor for the Family Medicine Preceptorship Program and participating in ongoing HOSA volunteer opportunities. The preceptorship program has matched 218 students so far this year.
10. The meeting was adjourned.

The awards screening committees had quite a few nominations to review. The awards were divided between two groups who reviewed the packets and met online to discuss and make recommendations to the TAFP Board. In the course of their deliberation, a few issues and ideas were discussed. We wanted this referred to the Council on Workforce and Member Engagement for discussion.

Items for the council to make a recommendation:

- **Membership requirement.** All but one of our awards is given to a TAFP member but the tenure of membership is not stipulated. The screening groups recommend setting a requirement of at least two years of TAFP membership (Active or Resident) prior to nomination. *I'd like the council to make a recommendation to the Board on this item so we can get that in place before we open nominations*.
- **Eligibility of Board Members.** Current TAFP officers are not eligible for any awards. Should that extend to all TAFP Board members or not? *If so, I'd like the council to make a recommendation to the Board on this item.*
- **Multiple Rising Star Awards.** This award had the most nominations and tough choices. Eligibility is limited by years in practice. Would it dimmish the award to select multiple recipients?

Items for a potential task force or work group

- **Questions on the nomination form**. Several years ago, I created a rubric for each award to help the screening committee evaluate nominees. It was suggested that the questions/prompts in the rubric be added to the forms. This may require a Task Force to assist in getting more content in the nomination form to help the reviewers.
- **Better define the criteria for Executive Leadership.** This is a fairly new award and we need to define the length of service, but also what kind of executive is eligible.
- **Better define the criteria for Physician Emeritus.** What does "long and meritorious" mean?
- **Better define rating scales in the award screening rubrics.** What makes a nominee "outstanding" instead of "notable"?

Items the staff can implement

- Allow time after the deadline and before the screening committee meets to follow up with nominees/nominators who submit extra-long CVs and give them time to replace them with more succinct CVs.
- Assemble the packets in a way to make it easier for reviewers to get the most pertinent information first (CV at the end!).
- Better distribution of awards between the two groups – our experience is that the teaching and rising star awards have the most nominations and should not be screened by the same group.
- List past recipients and potentially a little information about them on the website.

Below is a list of TAFP's current awards with eligibility criteria.

Texas Family Physician of the Year

Eligibility and selection criteria

- Active, practicing member of both AAFP and TAFP, in good standing in the medical community. Current TAFP officers are ineligible.
- At least 10 years in practice, with no retirement planned for at least two years. At least 50% of time must be devoted to active practice and/or family medicine education.
- Demonstrates sustained compassionate care, effective participation in community activities that improve local quality of life, and service as a role model for the community, colleagues, other health professionals, physicians in training, and medical students.

Physician Emeritus

Eligibility and selection criteria

- Retired physician member over age 70 with a record of long, meritorious service to family medicine.
- Current TAFP officers are ineligible.

Physician Executive Award

Eligibility and selection criteria

- TAFP member physician in an executive leadership position, with at least five years in leadership roles.
- Leadership in a health care organization must have contributed to excellence in health care. Current TAFP officers are ineligible.

Public Health Award

Eligibility and selection criteria

- Physicians working in public health or influencing public health beyond their own patient community, or nonphysicians making an extraordinary public health contribution at the city, county, state, or national level. The award honors work in Texas.
- Review considers projects and programs, training, experience, support letters, written narratives, and the CV, among other factors. Current TAFP officers are ineligible.

Exemplary Teaching Awards
Recognizes physicians identified by students, residents, or peers for exemplary teaching, or physicians who have created and implemented innovative teaching models or programs.

Eligibility for all categories

- Nominees must be TAFP members in good standing. Current TAFP officers are ineligible.
- Evaluation considers commitment and contributions to teaching, patient care, community service, and scholarly activity.

Academic category

A regular full-time or part-time faculty appointment is required. The nominee must teach and practice exclusively in an academic setting.

Preceptor category

The nominee must have precepted students through the Texas Family Medicine Preceptorship Program in two of the preceding five years, with at least one outstanding evaluation.

Volunteer category

The nominee must participate in volunteer teaching outside an academic setting.

Humanitarian Award

Eligibility and selection criteria

- TAFP member in good standing whose humanitarian work is extraordinary and enduring, within and beyond the United States.
- Current TAFP officers are ineligible. The award may not be presented every year.

Diversity and Health Equity Leadership Award

Eligibility and selection criteria

- TAFP member in good standing who advocates for health equity, advances representation of groups historically underrepresented in medicine, and/or promotes inclusion in health care settings and organized medicine.
- Service to historical special constituencies is considered. Current TAFP officers are ineligible. The award may not be presented every year.

Rising Star Award

Eligibility and selection criteria

- TAFP member within the first seven years of practice after residency.
- Exceptional achievement in academics, leadership, and/or advocacy that advances the mission of family medicine. Current TAFP officers are ineligible.

Task Force Progress
The Physician Well-Being Task Force is expanding opportunities to support TAFP members through newsletter content and physician education. Current work includes well-being resources for members at different career stages, a lecture added to the Family Medicine Leadership Experience, and the launch of the Dharma Wellness Initiative at the 2026 Annual Session and Primary Care Summit.

Newsletter outreach
The task force is developing well-being content for NewsNow and the quarterly student and resident newsletters. This work brings together practical resources and member stories to keep well-being part of ongoing member communications and reach future family physicians early in their training.

Family Medicine Leadership Experience
A physician well-being lecture has been added to the Family Medicine Leadership Experience. This addition incorporates well-being into leadership development and reinforces its importance throughout a physician's career.

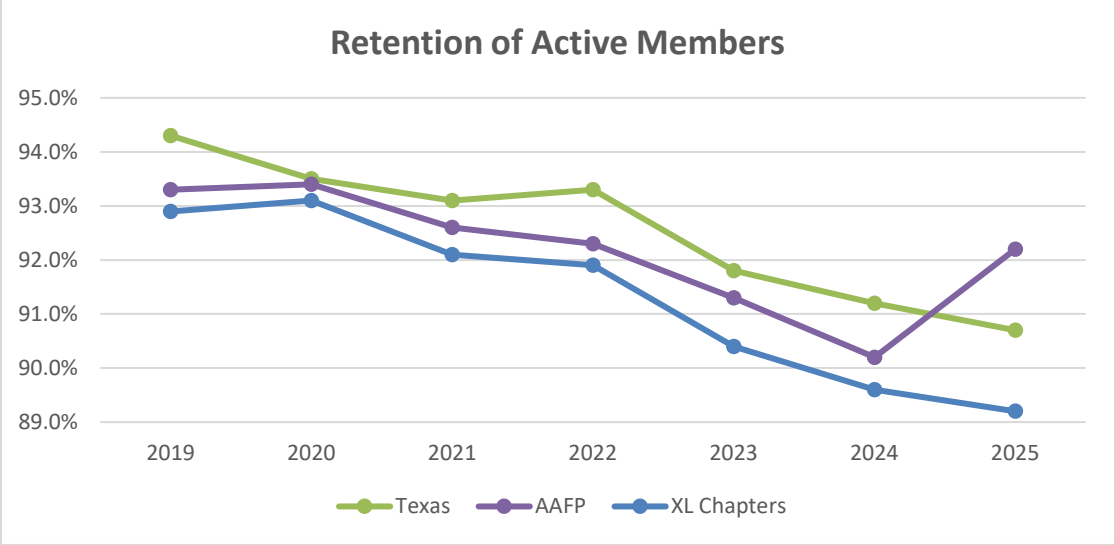
Dharma Wellness Initiative
The Dharma Wellness Initiative will debut at the 2026 Annual Session and Primary Care Summit. Dr. Sarah Ashitey will present the inaugural lecture, "The Prescription We Never Wrote Ourselves," on Sunday, November 8, from 8:30 to 9:30 a.m. The presentation will explore self-compassion and how physicians care for themselves while caring for others.

Continued work
The task force will continue developing newsletter content and supporting the upcoming lecture and future lectures. These efforts provide opportunities to share resources, highlight member experiences, and encourage ongoing conversations about physician well-being.

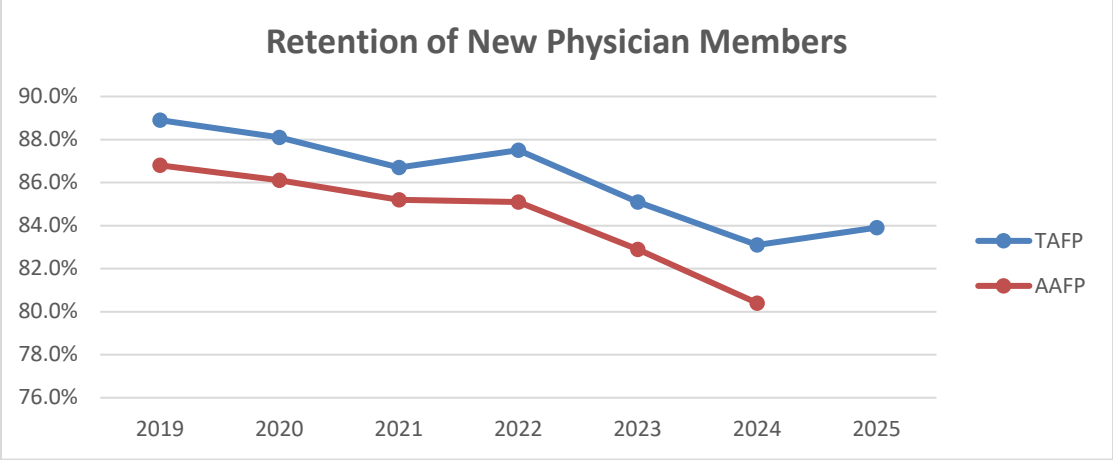
AAFP was delayed in generating a 2025 Membership Report as they updated their processes. They cut the data on marketshare as they figure out a better way to show potential members that is more accurate. Hopefully we'll have a 2026 report early in the new year and I think we'll see some improvements. The following is data compiled by AAFP to give you a snapshot of our membership growth compared to national.

Retention

The rate can be difficult to calculate because there is movement of members in and out of the state. AAFP does an overall calculation and a state-by-state report looking at the list of members at the beginning of the year and whether they are still members at the end. Our retention continues to decline but is still higher than other extra-large state chapters. I'm waiting to see what AAFP's overall retention rate was.



Retention of New Physicians – those in their first seven years of practice - is lower than active members in general. We are seeing modest improvements in new physician retention.



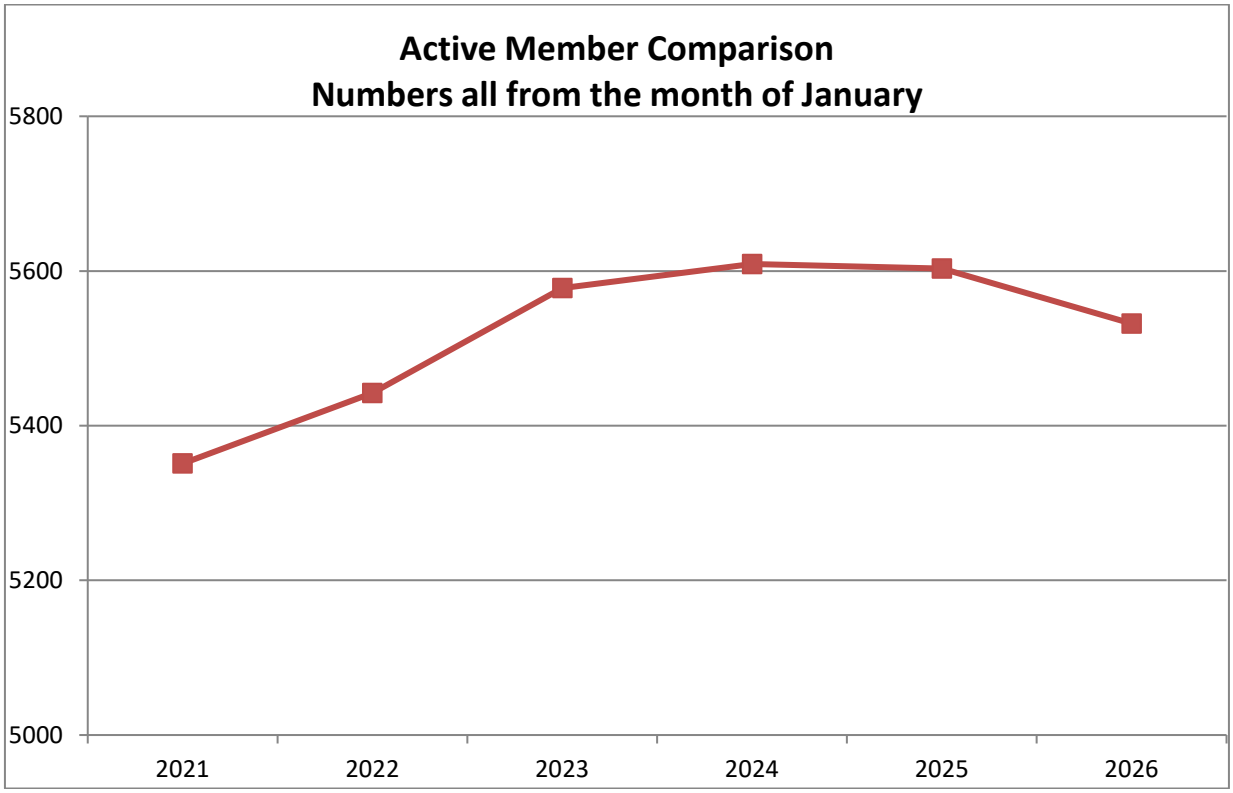
One of the keys to growing our membership will be in converting more residents to active members. Resident members are automatically upgraded to Active and have reduced dues in their first year, but we still lose a significant portion. Many of our recent efforts are aimed at increasing that conversion rate. I don't think of that group as not renewing, I think of them as never really choosing to be a member since most of their residency programs enroll them in AAFP/TAFP and pay dues while in training.

Retention by Years Since Training

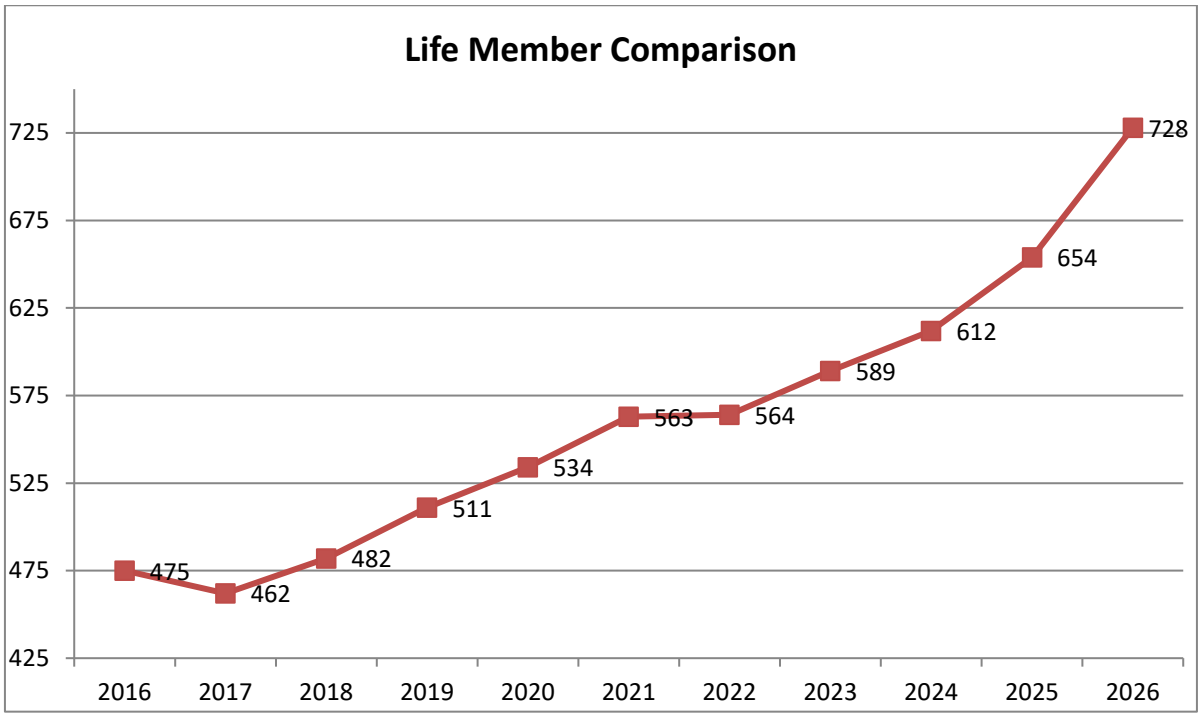
You can see that the members in their first seven years are retaining at lower rates, but there was some improvement in 2025.

	2021	2022	2023	2024	2025
1 year	62.4%	70.2%	70.3%	68.9%	67.9%
2 to 3	89.3%	90.5%	85.1%	84.3%	89.3%
4 to 7	94.2%	92.9%	90.8%	88%	88.1%
8 to 14	95.2%	94.5%	93.1%	92.8%	90%
15 to 21	95.1%	96.2%	94.5%	93.3%	93.1%
22 or more years	95.9%	95.4%	95%	95.1%	95%

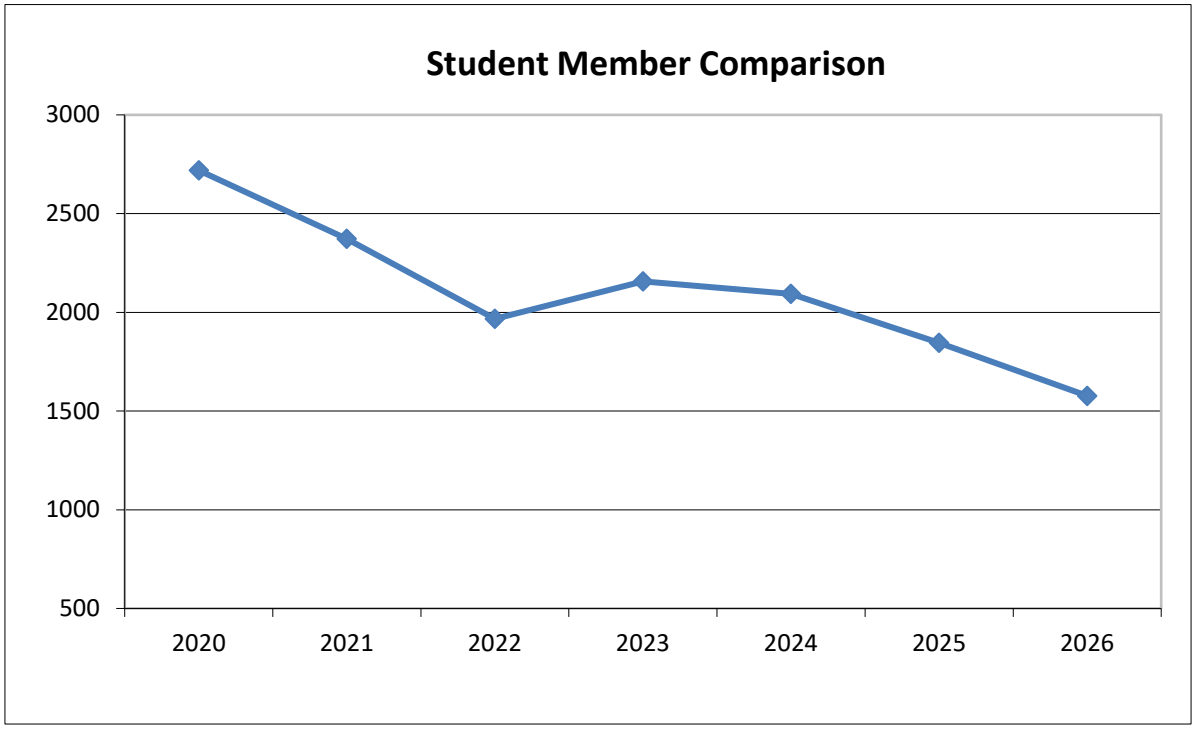
Following are several charts that show our membership trends. We benchmark in January. Note that when I compared September 2026 to September 2025, we saw our highest increase in year-over-year Active membership in several years. We are still seeing more movement from Active to Life status.

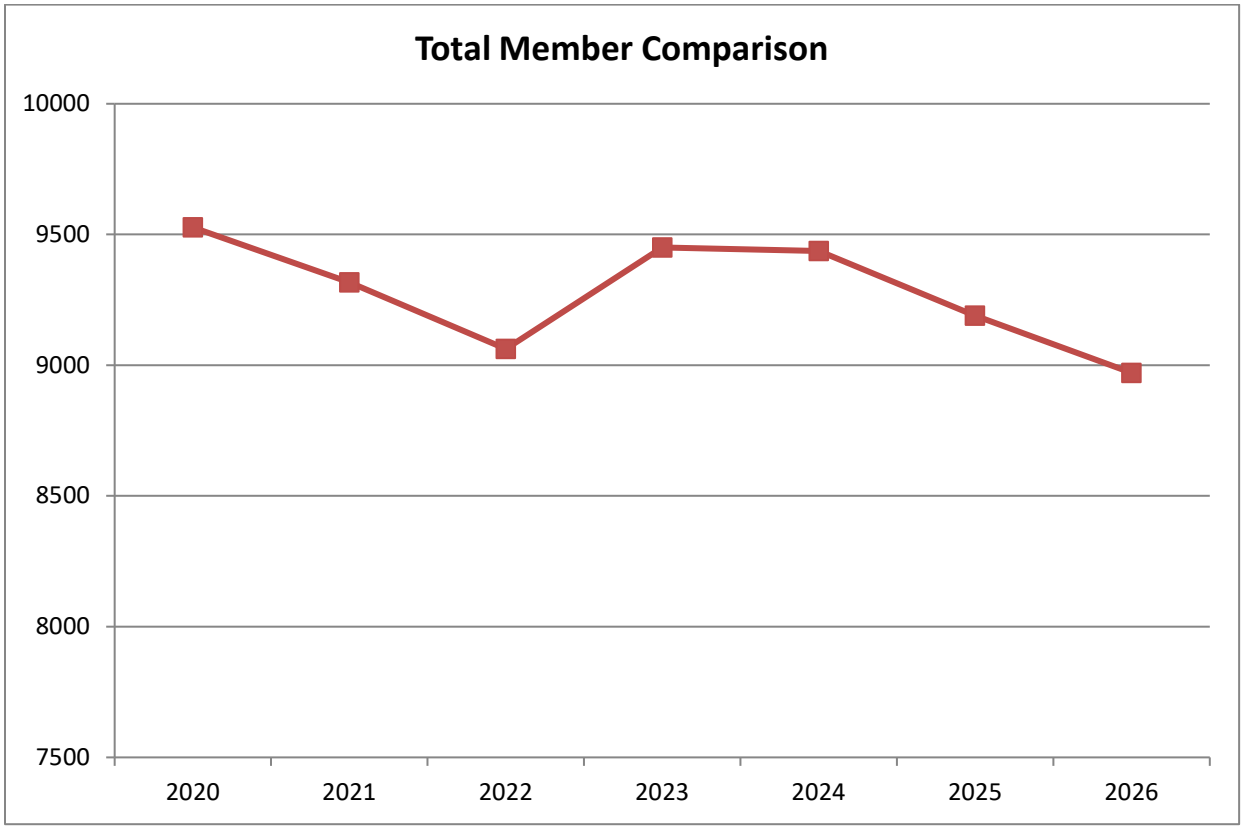


While we had a 1.3% decline in Active Membership, we saw an 11.3% increase in Life Members.



We saw a decline in student membership during the pandemic that resulted in an overall membership decline and we never really recovered. Note that Texas has the most student members of any state chapter. Students tend to join later in medical school. AAFP has a renewed focus on student membership and is working to make the process of joining easier.




Total Member Comparison
10000
9500
9000
8500
8000
7500
2020
2021
2022
2023
2024
2025
2026

[TAFP's Student and Resident Summit draws record crowd in third year]

By Samantha White

September 01, 2026



TAFP resident leaders distributing YEEHAW FAMILY MEDICINE shirts during the opening happy hour. From left to right: Nayeli Fuentes, MD, Andrea Nguyen, MD, MHA, Emma DiFiore, MD, and Ashley Echeta, MD.

TAFP hosted the third-annual Student and Resident Summit in Irving last month with more than 400 people in attendance including Texas medical students, family medicine residents, physicians, faculty, and family medicine supporters. The 2025 summit saw just over 300 total attendees, so this year's is quite the jump in turnout! A giant thank you to the TAFP Foundation for kindly providing 150 students and residents with travel funding to

attend. This program also received a grant from the AAFP Foundation's Family Medicine Chapter Alliance, so another thank you to the AAFP Foundation and its donors!

On Friday, August 21, around 75 people from across Texas met for the Family Medicine Leadership Collaborative, facilitated by the Faculty Development Center, and the Clerkship and Residency Coordinators Conference. Educational department chairs, residency program directors, administrators, faculty, coordinators, and other family medicine champions attended to share their experiences, brainstorm ideas, and chat about common challenges.

Friday evening, FMLC and CRCC attendees, as well as students and residents attending the summit, were invited to an opening happy hour. This year's shirt theme, YEEHAW FAMILY MEDICINE, was a big hit! People loved it so much, we added it to the **TAFP merch shop** so that you can get your own if you feel so inclined. Thank you to Austin Regional Clinic for sponsoring the evening's event and thank you to our shirt sponsors — Austin Regional Clinic, Concord Medical Group, Blue Cross Blue Shield of Texas, TAFP, and the Texas Family Medicine Preceptorship Program.

Saturday's summit was split into two tracks for students and residents with breaks mixed in for attendees to visit the Residency and Career Fair. Last year's fair was so well-loved that we managed to make room for a few more exhibitors this year — 32 Texas family medicine residency programs and 11 hiring companies filled the room. This year's fair also included free headshots once again, sponsored by Integris Assurance Company.

Topics for students included a panel providing tips for every year of medical school, addressing health misinformation and building trust with patients, possible career paths in family medicine, and student loans. Students also had the opportunity to add a joint injection workshop to get some hands-on experience. Topics for residents included financial wellness, real-world lessons from new physicians, fellowships, and physician contracts. Everyone came together at the end of the day for the closing keynote. AAFP President Sarah Nosal, MD, gave an energetic and passionate talk on equity, access, and advocacy in family medicine.



Donald Niño, MD, assists in the joint injection workshop by teaching medical students Heidi Regalado, Eunice Huan, and Jada Nguyen.

Thank you to the TAFP student and resident officers and other TAFP leaders for volunteering to help make the weekend's events run smoothly.

Between the large group in attendance and feedback received through a post-event survey, we'd say the third TAFP Student and Resident Summit was a huge success and we can't wait to do it again in 2027! Thank you to everyone who attended.

Residency Graduation Gift Process an Update

September 2025

Communication:

- Sent a "Congratulations on Your Residency Graduation" email, urging residents to fill out the new contact information form to receive a graduation.
- An initial congratulations email was sent to residents in May 2025.
- Follow-up emails were sent to residency directors and coordinators in June 2024 including the form and a list of residents who hadn't responded.
- We made sure to tell residents in the initial email to expect the gift in August, allowing for relocation.
- A follow-up email was sent in September confirming they received their gift and letting them know we are here to support them in the next steps in of their journey.

The Gift:



- Our gift box includes a Stanley dupe with the phrase "everyone deserves a Family Physician," our logo, a TAFP logo notepad, a TAFP pen, and a postcard with information about the Welcome to Practice Initiative.

Ordering, Packing and Shipping the Gifts:

- We chose a local company that could handle production, packing, and shipping of the gift boxes.

Collecting Contact Information:

- Downloaded the list of current graduating residents and their address on file so we can track the response rate.
- Utilized a Microsoft form to collect data.
- Included a question asking if they are going into a fellowship, if so, what program.
- Updated new contact information in the AAFP Chapter portal.
- For those entering a fellowship, AAFP provided us with a form to ensure their membership status was updated with their fellowship information.

Receiving and Unboxing:

- I reached out to a group of residents to provide feedback on the items and asked them to share a picture on their social media. We only had a few posts this year.

Among the 319 resident members that graduated in June 2025, we're pleased to report that we received responses from 206 individuals, a 64 percent response rate. There were 205 graduation gift boxes mailed out.

Of those that responded, 25 are going into a fellowship, 1 went into another specialty, 44 are moving out of state including one going out of the country.

Family Medicine Competitive Event:

If you would like to volunteer to be interviewed by a high school HOSA student for the 2026 - 2027 cycle, please complete this form: HOSA Volunteer Form

About HOSA and the Family Medicine Competitive Event
HOSA–Future Health Professionals is an international student organization that encourages pre-college students to explore careers in health care. The AAFP partners with HOSA to support the Family Medicine Physician Competitive Event, which gives students the opportunity to learn more about family medicine through interviews, research, and a peer presentation.

Participants conduct interviews with family physicians or medical students, research the specialty, and share their findings with peers in a formal presentation. These presentations are judged during the competition, and top-scoring students will advance to the HOSA International Leadership Conference later this year.

https://www.aafp.org/medical-student-educators/advising-pre-med-students/hosa-resources

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The **2027 HOSA State Conference** will be March 31- April 2, 2027, in Irving, Texas. We will reach out more volunteer details as the event gets closer.

Texas Family Medicine Preceptorship Program Update

The Texas Family Medicine Preceptorship Program provides first- and second-year Texas medical students with early exposure to family medicine through two- to four-week experiences with practicing family physicians. Students observe patient care, build relationships with physician mentors, and explore the specialty in rural and urban communities.

Student participation and funding
TFMPP matched 204 students for summer 2026, compared with 209 in 2025. There are 16 students confirmed to rotation during the winter break. TAFP will receive approximately $1.9 million in state funding for the current two-year program cycle. The current grant period runs from June 1, 2026, through July 31, 2028.

Member Assembly presentation
A TFMPP presentation and panel discussion is planned for the Thursday evening Member Assembly at ASPCS. Dr. Adrian Billings will provide a brief program overview and participation update, followed by perspectives from urban preceptor Dr. Judy Kim, rural rotation participant Rebecca Gu, and urban rotation participant Sriharish Bellamkonda.

Preceptor recruitment and support
Staff continue recruiting physicians to provide early, community-based learning experiences. Preceptor benefits include complimentary ASPCS registration, access to TeachingPhysician.org, and the Clinical Teaching Skills Workshop.