PURPOSE OF THE GME MINI-SUMMIT:
To provide a forum for experts in GME program faculty needs and challenges wherein the primary challenges are identified and recommendations to address these challenges are crafted.
Attendees

28 attendees

Representing Gwinnett Hospital System, Redmond Regional Medical Center, Atlanta Medical Center, Mercer University School of Medicine, Medical Center of Central Georgia, Floyd Medical Center, Phoebe Putney Memorial Hospital, Emory University School of Medicine, Georgia Regents University- Medical College of Georgia and Georgia Regents Health System, Philadelphia College of Medicine- Georgia Campus, USG Center for Health Workforce Planning and Analysis, Georgia Board for Physician Workforce, Morehouse School of Medicine, South Georgia Medical Education and Research Consortium, Memorial Medical Center, Georgia Association of Family Practice, GRU-Northwest campus, Georgia Statewide AHEC, SPCC Atlanta AHEC, Three Rivers AHEC, Foothills AHEC, Blue Ridge AHEC, and Magnolia Coastlands AHEC
Identified 3 Key Challenges

1. Faculty Development
   - How to Teach
   - Professional Development
   - Interdisciplinary Care
   - Skill building
Identified 3 Key Challenges

2. **Recruiting**
   - Identification of non-financial gains for teaching
   - Defining ways Georgia can be competitive in recruiting GME faculty
   - Diversity of GME faculty and residents
   - Salary
Identified 3 Key Challenges

3. **Retaining Faculty**
   - Community / Lifestyle challenges
   - Generational issues / expectations between old and new faculty
   - Promotion planning
   - Salary
Prioritized Recommendations

1. Recruiting and Retention
   ◦ Incentives
     ◦ Loan Forgiveness (2 years / $10,000 per year from state)
     ◦ Tax Credit for teaching against educational loans
     ◦ Waive licensure fees
     ◦ Waive DEA fee
     ◦ Waive certification fees
Prioritized Recommendations

2. **Faculty Development**
   - Funds to nurture junior and senior faculty
   - Bring national level faculty development opportunities to our faculty
   - Regional Faculty Development covering all three required areas with all programs contributing / benefitting
     - Pool resources
     - Teleconferences
     - Bank of lectures
     - Online modules
     - At least one time per year in person
Prioritized Recommendations

3. Create a centralized GME Faculty Recruitment Office located at the Georgia Board for Physician Workforce or the Georgia Statewide AHEC Program Office.
Closing Thoughts

* The synergy in the group was high and the breakout group format with specific tasks led to concrete outcomes.
* Participants were energized and empowered.
* Satisfaction with the Mini-Summit format was excellent.
* Appeared to accomplish the task of “drilling down” with experts on a specific topic to develop a plan.