

AMERICAN COLLEGE OF EMERGENCY PHYSICIANS

**ACEP Emergency Medicine Workforce Section
2013-2014 Annual Report**

1. Section membership is currently 234 as of October, 2014 from October, 2013
2. Leadership position changes: none
3. Section Mission Statement: The section mission statement “advancing emergency care through resource, advocacy and collaboration” was adopted in 2013 and defined as below:

Resource: We will serve both the section and college well by becoming the primary information and knowledge resource to understand the rapidly changing composition of the providers in the Emergency Medicine workforce and its implications for emergency care. We continue to rigorously examine these issues, and to research the distribution and determinants of the Emergency Medicine workforce. The Section will effectively communicate this information and improved understanding with various stakeholders in the emergency medicine workforce.

Advocacy: We must be advocates for ACEP members for rights and opportunities in emergency medicine (EM) practice. The Section provides a collegial forum wherein its members can pursue fundamental fairness in employment, credentialing, education and maintenance of privileges for emergency physicians in diverse practice settings.

Collaboration: We need to reach out and collaborate with other constituencies-sections, committees, council- within ACEP and those beyond the college to encourage an ongoing dialogue among the different stakeholders in the workforce and workforce environment, including our own section members and subscribers.

Because these workforce issues affect the specialty in so many ways, the Section strives to equitably represent the interests of all emergency physicians.

Notable section initiatives and issues during 2013-2014:

Resource development:

1. EM Workforce Data: The section submitted a section grant proposal for \$6,500.00 for a pilot project to test a workforce survey tool. Rationale was stated as follows: “There does not currently exist a set of workforce data which can provide ACEP with a comprehensive picture or analysis of the demographics of the emergency medicine workforce on a state or national level. This lack of available ED specific, state specific demographic work force data hampers health policy and ACEP strategic planning.

Utilizing and expanding the existing ACEP database, this project would take three important steps toward a comprehensive picture of the composition and characteristics of providers in the workforce for both health policy advocacy and future ACEP strategic planning:

- (1) review and confirm a national ED registry and survey(including free-standing ED's)
- (2) develop data content and format of a cost- and time-effective survey tool for a national emergency medicine workforce census .

(3) pilot the administration and analysis of these survey tools to three states – small, medium and large chapter -so that it may field-tested, modified as needed and confirmed for national use.”

Unfortunately, the proposal was not selected for finalist consideration by the Sections taskforce. While the taskforce acknowledged that a national workforce database was worthwhile, it concluded that such studies had been attempted before and would constitute a significant expense.

The section continues to advocate for a national workforce database and will explore further creative and cost-effective options. For example, state level workforce data has the potential to create a national database over time.

2. Section Communications: communications still seem to be mostly one-way. This is a common issue for sections as noted in the inter-section forum of section leaders at ACEP 14. It is recognized that the newsletters provide information but do not necessarily stimulate interaction among section members. Microsite is a potential means for discussion, dialogue and networking among members but has been underutilized to date.

3. 2014 Section Annual Meeting Program: A lively and thought-provoking annual section meeting program was presented by Barb Katz, Katz Company EMC/Emergency Medicine Consulting. The presentation “Dissecting the Emergency Medicine Job Market” examined the dynamics of the supply and demand marketplace for emergency physicians including the reasons behind it, from the inequity of residency program locales to the mindset of the millennial physician. It also covered compensation trends, the myths and legends of recruiting and a glimpse into the future, including persistence of a hybrid physician workforce including EM residency and primary care residency trained physicians and the rise of advanced practice providers in the workforce. The final message was that there is room in the ED for everybody to work. Acknowledgement also goes to Susan Masterson, a new section subscriber and Team Health Vice-President who graciously sponsored and funded the ACEP 14 section meeting reception.

Advocacy Promotion:

1. Open Membership: The section reiterates the underlying principle that ACEP has a responsibility to include and represent all physicians who practice emergency medicine. The section supports the ACEP Council resolution 12 “Affiliate Membership Feasibility Study” as a significant step to open membership to all physicians who practice emergency medicine. The section has requested to participate in the upcoming process.

2. Rural EM education: The section continues its advocacy for ACEP collaboration and supports the CALS (Comprehensive Advanced Life Support) Program for rural emergency care and is following the progress of the two pilot projects in Montana and Mississippi.

Collaboration Initiatives:

1. Inter-Section Dialogue: The section has created memberships for the leaders of the Young Physicians Section and EMRA to stimulate more dialogue about emergency medicine workforce issues within ACEP. While this was put on the back-burner this year, the chair has restarted dialogue to explore avenues of collaboration and common interests between our section, YPS and

EMRA. It is the intent to extend this dialogue to other sections, for example, Careers, EM Ultrasound, Democratic Groups and Telemedicine.

2. Non-Member Subscribers and Inter-Section Members: Two notable new section subscribers are Barb Katz, Katz Company EMC/Emergency Medicine Consulting and Susan Masterson, Vice-President, Provider Recruitment, Team Health. ACEP has supported this initiative with financial support for Russ Radtke, Immediate Past YPS Chair, and Jordan Celeste, Immediate Past EMRA President to join and participate in our section for 2014-2015 year.

Submitted December 15, 2014
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Chair, Emergency Medicine Workforce Section