

EARLY CAREER PA COMMISSION REPORT TO THE BOARD OF DIRECTORS

May 2018

Name of Commission:	Early Career PA Commission
Commission Chair:	Jason Prevelige
Commission Members:	Luke Bingaman Julia Burkhardt Alicia Campbell Catherine Diaz Peter Guertin Brandon Carius Sarah Murawski Noam Shabani Alysia Wiley Alfred "Trae" Beasler (Board Representative) Catherine Gahres (Staff Advisor) Jennifer Broderick (Staff Advisor)

Executive Summary:

The Early Career PA Commission entered its first year of charges excited and motivated. Our committee members have much to offer and span the spectrum of professional milestones and placement. We were fortunate to have a wide array of AAPA staff support and were able to utilize the capabilities of a private Huddle community to facilitate discussion and document sharing. We thank the Academy for the opportunity to share our knowledge and expertise for the betterment of the Early Career PA.

Detailed Progress Report:

Commission Charge	Status
In collaboration with AAPA's early career special interest group (Society for Early Career PAs), define "early career" to ensure alignment.	Completed. An Early Career PA is defined as a PA with 0-5 years' experience, post-graduation.
Work with AAPA staff to create resources to educate new graduates and early career PAs about the recent changes to the Guidelines for State Regulation of PAs (Optimal Team Practice) and the impact to them and the profession.	Completed. Determined that AAPA already has great resources in place regarding OTP that are well positioned for students and early career PAs. Recommendations made to AAPA staff included: <ul style="list-style-type: none">Utilize more social media posts with video, infographics and other tactics to appeal to the early career audience when distributing OTP information.Partner more with constituent organizations to distribute OTP

	<p>information, such as via CO newsletters and social media.</p> <ul style="list-style-type: none"> • Consider more OTP emails that clearly point PAs to OTP resources. • Investigate utilizing our relationships with PAEA & ARC-PA to increase PA Program OTP resources, and encourage PA program “refreshers” on OTP prior to graduation. <p>Staff Action: Suggestions and recommendations will be given to the Communications team as they continue to develop and refine OTP materials and messaging.</p>
<p>Explore struggles and challenges for new graduates as they transition to practice. Work with AAPA staff and COs to identify/create possible solutions and resources and identify opportunities that can be leveraged to support successful transitions.</p>	<p>Completed/On-going. A workgroup reviewed and provided comments for all current AAPA “checklists” that were deemed potentially helpful for Early Career PAs, and additional new checklists were created.</p> <ul style="list-style-type: none"> • Reviewed/created the following Checklists: Pre-graduation, New graduate, Documentation for first job, Switching jobs, Name change after marriage. • Recommendation made to AAPA staff to create a new state laws and regulations quick facts “table” to help early career PAs more easily understand and identify unique requirements and regulations by state. <p>Staff Action: Staff liaisons will work with Advocacy and COOA teams to identify a method to ensure state rules and regulations are included in the new early career web portal section of www.aapa.org. AAPA staff will incorporate updates and suggestions from the reviewed checklists.</p>
<p>Provide AAPA staff with new graduate and early career perspectives and insights related to AAPA products, services and resources – existing and under development.</p>	<p>Completed/Ongoing. The commission worked with various AAPA staff in reviewing and providing insights for several products.</p> <ul style="list-style-type: none"> • Provided feedback for: Career Companion, MentorMatch, CHLM leadership tools & resources, and PA career checklists. • Reviewed the AAPA 2018 market assessment survey questions, to provide the student and early career PA prospective related to products and services used and desired. <p>Staff Action: Membership will continue to solicit opinions on new products from the ECPAC and incorporate their recommendations for new</p>

<p>Work with AAPA staff to develop career path tools and leadership development resources for new graduates and early career PAs, which can be applied to a variety of professional and organizational environments.</p>	<p>product offerings.</p> <p>Completed/Ongoing. A workgroup reviewed CHLM leadership tools and resources and discussed how CHLM can focus more efforts preparing the early career PA for leadership.</p> <ul style="list-style-type: none"> Suggested topics ideas included: helping prepare early career PAs with information focused on the business of medicine including billing and coding, RVU structures, implementing PA institutional leadership, pay negotiations, how to read a budget, corporate compliance and legal basics, malpractice prevention, ways to increase productivity, as well as many other areas that CHLM will be taking back for their consideration. <p>Staff Action: CHLM will ensure appropriate tools and resources are included in the early career web portal and consider the addition of these new topics to the www.chlm.org website.</p>
<p>Educate students and early-career PAs on the role and value of mentoring. Support AAPA's efforts to establish and maintain mentoring services by providing advice and support, as needed, to AAPA staff.</p>	<p>Completed. A workgroup reviewed and provided feedback on AAPA's new MentorMatch product, which was already under development</p> <ul style="list-style-type: none"> Provided suggestions for: topic areas and categories that mentors and mentees can select when searching; and ways to shape the experience that mentors and mentees traverse through the process <p>Staff Action: Membership incorporated ECPAC's suggestions and feedback into the MentorMatch product development.</p>
<p>Review and provide comments on AAPA policies assigned to it by the House Officers as part of the five-year policy review process and develop policy recommendations to put forward in the House of Delegates, as appropriate.</p>	<p>No policies were offered to the Commission for review during this cycle</p>

Strategic Outcomes and Considerations:

- Early Career PAs are rapidly becoming a larger segment of the practicing PA population, as more PA Programs open and put forth new graduates. In order to maintain and increase AAPA membership, it will be important to create early and significant contact with early career PAs to demonstrate our value.

- Early Career PAs are so immersed in learning their new craft, that they have little opportunity to engage with their professional organizations. By helping to smooth the transition process with many of the resources the commission discussed this year, we can provide more opportunities for these PAs to become involved with AAPA and their state constituent organizations.
- Early Career PAs are increasingly being asked by employers to take on leadership roles and positions, often without the benefit of prior leadership experience. These PAs that can benefit from additional educational resources to help fill their knowledge gaps.
- There is a passionate team of PAs that lead the Early Career PA Special Interest Group. The commission did not have the opportunity to work closely with this group in 2017-2018 and will look to expand on that connection for 2018-2019.

Submitted by Jason Prevelige
Early Career PA Commission Chair
May 18, 2018