



STRONGER TOGETHER



MINNESOTA
MEDICAL
ASSOCIATION

Annual Report

2023



Janet Silversmith

IMPACT AND INNOVATION IN 2023

On behalf of the MMA, I am delighted to share with you the combined MMA and MMA Foundation 2023 Annual Report. And what a year of progress and impact it was!

The MMA's legislative advocacy yielded important victories for physicians and patients – new firearm safety protections, preservation of the patient-physician relationship with respect to reproductive healthcare, a new non-adversarial and confidential adverse event response option, the end of restrictive covenants in physician employment contracts, new post-discharge services for Minnesotans experiencing homelessness, public health protections for Minnesota's new recreational cannabis program, and more.

In 2023, we also launched the first cohort for our new Minnesota Physician Leadership Institute. We empowered physicians with new skills and information at our first in-person annual conference in four years, and we elevated the voices of a diverse group of physicians to call attention to persistent racism in medicine and medical training.

The MMA Foundation continues to extend the work and impact of the MMA. In 2023, the Foundation provided community health grants and medical student research and advocacy scholarships. Through new grant funding the MMA and its foundation piloted a new program, SafeHaven, designed to support physician work-life balance and overall wellness.

I invite you to read more about our work in the following pages and the ways your membership support is making a difference.

On behalf of the MMA's dedicated physician leaders, active volunteers, and incredible staff, thank you.

Best wishes for a safe, healthy, and impactful 2024!

A handwritten signature in blue ink that reads "Janet L. Silversmith".

Janet L. Silversmith, CEO

MMA LEADERSHIP

(JANUARY THROUGH SEPTEMBER 2023)

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Minneapolis

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CHAIR: Robert Koshnick, MD

MMA Medical Student Section

CO-CHAIR: Alison Tuominen, University of
Minnesota Medical School

CO-CHAIR: Austin DeBoer, University of
Minnesota Medical School

MMA Resident and Fellow Section

CHAIR: Tesfatsiyon Ergando, MD

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Will Nicholson, MD



Laurel Ries, MD



Randy J. Rice, MD



Kim Tjaden, MD, MPH



Edwin Bogonko, MD, MBA

MAKING MINNESOTA THE HEALTHIEST STATE

Physicians are dedicated to improving the health of Minnesotans, one patient at a time. The MMA, too, is dedicated to improving the health of all Minnesotans as part of our mission to make Minnesota the healthiest state. To that end, 2023 proved to be a successful year for the association, with passage of new legislation and development of new programs.

Firearm safety

The MMA championed multiple new laws at the Capitol to address the vexing issue of firearm deaths and injuries. These measures included expanded background check requirements for private firearm sales and transfers, and a new extreme risk protection order (also known as a “red flag” law) that allows families and law enforcement to petition a court to temporarily restrict firearm access for those at risk of harming themselves or others.



Reproductive health

Consistent with MMA policy that recognizes that abortion is an essential component of reproductive healthcare, the MMA supported the Protect Reproductive Options (PRO) Act, which established the right to an abortion in Minnesota statute. The Legislature also repealed several statutes intended to

obstruct access to an abortion and passed the Reproductive Freedom Defense Act (RFDA), which provides legal protection to patients accessing reproductive services and physicians providing those services.

In addition, the MMA supported legislation, now law, that protects those seeking gender-affirming healthcare in Minnesota and prohibits the use of so-called “conversion therapy” for individuals under the age of 18.

Recuperative Care

Recognizing the critical relationship between housing and health, the MMA supported expanding Medical Assistance (MA) coverage for recuperative care. Coverage for recuperative care services will allow patients to receive needed short-term care in their recovery following hospitalization.



Telehealth

The MMA aggressively advocated for the continued coverage of audio-only telehealth services to ensure that all individuals have access to high-quality healthcare. This coverage will continue into 2025. Throughout the legislative session, the MMA argued that audio-only telehealth was a critical tool for physicians and other healthcare providers, and necessary for patients who may not have access to video technology.

Recreational Cannabis

On August 1, Minnesota became the 23rd state to legalize cannabis use for people 21 and older. Broad commercial availability of cannabis isn't expected until 2025, as the state must adopt a regulatory framework. The MMA advocated for public health protections in the 2023 law, including requirements for warning labels regarding the impact of cannabis use on brain development, and the increased risk of developing psychiatric disorders among vulnerable individuals.

POLST

The MMA led efforts to develop a statewide electronic registry for Provider Orders for Life Sustaining Treatment (POLST) forms. Legislation was adopted in 2023 directing the commissioner of health, with expert input, to develop registry specifications and financing recommendations. A statewide registry

will help ensure that patient end-of-life treatment preferences are available to EMS and other healthcare providers.

Improving Serious Illness Care

The Center for Advancing Serious Illness Communication (CASIC), a joint project of the MMA and the Minnesota Hospital Association with funding provided by Blue Cross and Blue Shield of Minnesota, launched its first program in 2023 – a three-module training series to introduce physicians and other healthcare team members to serious illness communication (SIC) and to the Serious Illness Communication Guide developed by Ariadne Labs. CASIC is focused on creating a dedicated statewide community standard on how to address SIC, with a focus on training, implementation, and workflow processes; encouraging consistent and higher usage of SIC by providers; and helping to normalize SIC practice across all healthcare organizations to the benefit of patients, their families and clinicians.

The Role of the MMA Foundation

It takes a collective effort to advance the MMA's mission, and the MMA Foundation (MMAF) plays a pivotal – and growing – role in supporting the MMA's work.

The MMAF is committed to helping physicians feel better prepared to talk with patients and colleagues about suicide risk and lethal means safety. Thanks to the generosity of donors who are committed to reducing suicide, the MMAF continues to offer physician-led training on two evidence-based suicide training programs – Question-Persuade-Refer and Counseling on Access to Lethal Means. MMA member Josh Stein, MD, leads the training, which is free of charge for members.

Through the MMAF's Community Health Grant programs, physicians are empowered to take the lead in community health projects that foster positive change to advance optimal health and health equity for all. MMA member Vince LaPorte, MD, utilized an MMAF community health grant in 2023 to support Basic/Advanced Life Support in Obstetrics training in rural hospitals; Mary Daisy Braaten, MD, used a grant to provide wound care for people experiencing homelessness in Duluth; and Tim Ebel, MD, is currently using his grant to bridge gaps between patients and family members, including the difficult conversations about death and dying that are often left unspoken.



MAKING MINNESOTA THE BEST PLACE TO PRACTICE MEDICINE

The MMA advanced its mission to make Minnesota the best place to practice medicine by advocating at the Capitol and throughout the state in 2023.

Our work focused on physician wellness, improving health equity, empowering physicians to navigate change, improving patient safety, and removing barriers that threaten patient care.

Here are some of the highlights of our work in 2023.

Non-Adversarial Response to Adverse Events: CANDOR

The MMA successfully led efforts to enact CANDOR legislation that: 1) improves patient safety by encouraging open and honest communication with a patient and their family following an adverse event; and 2) protects those communications, and any documents created for the open conversation, from discovery in a lawsuit. CANDOR is a voluntary process for healthcare facilities, healthcare professionals and injured parties to respond to and resolve adverse events.

Restrictive Covenants

In 2023, the MMA helped champion passage of new legislation to outlaw the use of restrictive covenants, including “non-competes” in all Minnesota employment contracts signed on or after July 1, 2023. This legislation provides physician employees with important safeguards and helps to protect the patient-physician relationship.

Amicus Brief in Medical Malpractice Case

The MMA, along with the AMA and the Minnesota Hospital Association, participated in a lawsuit as an *amicus*, or “friend of the court,” in a wrongful death case against a Twin Cities residential care facility. In *Rygwall v. ACR Homes*, the next of kin of Amy Rygwall argues that Rygwall, a vulnerable adult, experienced respiratory distress while at the facility. She was taken to an urgent care facility and then transferred to an emergency room where she passed away some 14 days later. Rygwall’s family has sued ACR Homes claiming that their negligence in failing to take immediate action contributed to her deterioration and eventual death. MMA participated in this case to argue in favor of Minnesota’s longstanding requirement that an expert witness provide facts sufficient to prove causation in a medical malpractice case to be able to proceed to trial. The plaintiffs have argued that causation should be left up to the determination of a jury, going against longstanding precedent. This case is important in that Minnesota’s longstanding expert witness causation requirements can weed out frivolous lawsuits and prevent excess

money from being spent on malpractice litigation. The case is now before the Minnesota Supreme Court for a decision.

SafeHaven: New tools to support well-being

In its ongoing efforts to improve professional satisfaction and promote well-being for its members and their families, the MMA launched a new comprehensive suite of resources to address career fatigue and promote work/life balance. The new **MMA SafeHaven Program** (www.mnmed.org/resources/safehaven), developed in partnership with VITAL WorkLife, includes a subscription to a package of resources such as clinician peer coaching, concierge services, in-the-moment telephone support, and in-person and virtual counseling.



Minnesota Physician Leadership Institute: Developing physician leaders

In September, the MMA launched the inaugural cohort for its new **Minnesota Physician Leadership Institute (MNPLI)** (www.mnpli.org). The MNPLI offers innovative, best-in-class leadership training to provide Minnesota physicians with the skills, insights, and competencies required to build leadership acumen. The 10-month program was developed by physicians, for physicians, and designed to help all physicians realize their innate leadership potential. The University of Minnesota Carlson School of Management is the MMA's faculty partner for the program.

The Role of the MMA Foundation

The MMA Foundation (MMAF) utilizes its multiple scholarship programs to help train future physicians. Maritza Steele, University of Minnesota Medical School student, was one of five **Barry Friedman-Juan Bowen Primary Care Scholarship** recipients in 2023. She is using her scholarship to educate the public on monkeypox. Mayo Clinic Alix School of Medicine student Jordan Richardson is using her scholarship to offer safe, trauma-informed, sex-positive and gender-inclusive sexual and reproductive health education. Petra Elias, MD, a resident at the Mayo Clinic, was the inaugural recipient of the **Nicholas Reuter-Richard Lien Well-being and Equity Scholarship**. She used her award to explore the impact of language and ethnicity on the rate of unintended dural punctures in patients undergoing neuraxial analgesia.

The MMAF also created a **new scholarship program to honor the life work of Frank Indihar, MD**. This new scholarship supports the next generation of advocacy leaders by funding their work to drive meaningful policy and structural changes that produce equity and justice. Another strategically aligned initiative is the **MCAT Fee Reduction Scholarship Program**. The MMAF is committed to increasing diversity in medicine to ensure all backgrounds, beliefs, ethnicities, and perspectives are adequately represented in the medical field. Thanks to the financial support of Minnesota physicians and friends of medicine, the MMA Foundation

offers the MCAT® fee grant program to help pay the MCAT fees for students from racial and ethnic populations underrepresented in the medical profession relative to their numbers in the general population.

Changing the Culture of Medicine to Improve Health Equity

The MMA is committed to improving health equity and reducing structural racism in medicine.

Conversations on Race & Equity (CORE) can be challenging, but are necessary to overcome avoidance of these issues, promote understanding, and advance equity. The MMA facilitated live conversations for physicians to discuss topics that relate to inclusion in healthcare that included dialogue based on curated content on topics such as anti-racism, implicit bias and microaggressions, cultural humility, racism in medicine and allyship. A CORE toolkit was developed to enable future conversations at medical groups.

Racism in Minnesota Video Series. This year, MMA curated personal stories from diverse physicians in Minnesota with the goal of centering their perspectives, building appreciation for their experiences, and providing a space for them to share their experiences. This series features physicians' personal stories to address the harmful effects of racism, microaggressions, and implicit bias on physicians who come from marginalized groups and communities. Efforts toward making medicine more inclusive require an understanding of the experiences of these physicians, and reconciliation requires providing a platform for those most impacted to communicate their narrative.

Implicit Bias Workshops. Both live training and private workshops allow participants to examine implicit bias in healthcare settings, understand how it contributes to health disparities, and learn practical strategies for mitigating the effects. Nearly 300 physicians and other healthcare providers participated in these MMA-offered programs in 2023.

The Community of Practice (CoP) is a peer network dedicated to advancing health equity and addressing the significant racial and ethnic health disparities that persist throughout Minnesota. Health equity leaders and professionals come together quarterly to exchange expertise, network with their peers, and discuss issues and priorities.

The MMA is now offering intercultural development resources to members who have diversity, inclusion, and health equity goals. The **Intercultural Development Inventory® (IDI®)** is the premier cross-cultural assessment of intercultural competence. It can be used in a variety of ways, such as for individual development, for group/team training and development, or for baseline assessments and organizational development. All MMA leaders and staff completed an IDI in 2023.

In October, the MMA sponsored Rainbow Health's **All Gender Health conference** that brought together a diverse community of lawyers, advocates, providers, and community members committed to challenging and overcoming systemic and institutionalized barriers that disproportionately impact LGBTQIA2S+ communities. Jesse Ehrenfeld, MD, MPH, president of the AMA, provided a keynote address.

In November, the MMA, in partnership with UCare, took part in **Medical Discovery Day for BIPOC Youth: Powered by Gillette Children's and Black Men in White Coats** to inspire youth to consider careers in healthcare. The work is aligned with MMA's goal to help diversify the physician workforce. This goal is further advanced thanks to the work of the MMA Foundation (MMAF), which created the Changing the Face of Medicine initiative this year. This program is a dedicated funding source to support initiatives that tear down the barriers that stand in the way of too many whose dream is to become a physician. The work of MMAF's Changing the Face of Medicine standing committee is led by Verna Thornton, MD; Kasey Justesen, MD; Dave Agerter, MD; and University of Minnesota Medical Student Tiffany Onyejiaka.

MMA'S 2023 AWARD WINNERS

Five physicians, three physicians-in-training, the former head of the Minnesota Board of Medical Practice and Hennepin Healthcare were all honored with MMA awards in 2023.

Distinguished Service Award

George Schoephoerster, MD, of St. Cloud, received the MMA's highest honor, the Distinguished Service Award, for his years of service to the association and to medicine. Schoephoerster, a retired geriatrician, has been a member of the MMA since 1986. He is a former trustee, past president of the association, and has served on the board of MEDPAC, the MMA's political action committee. He is currently the president of the MMA Foundation. He served on numerous MMA committees, including public health, membership and communications, nominating, awards, finance and audit, and ethics. He was chair of the former Medical Practice & Planning Committee and the Prescription Drug Prior Authorization Task Force.

President's Award

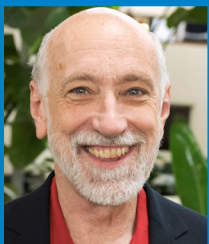
Patrick Bigaouette, MD, Larry Hook, MD, and the estate of **Charles E. Crutchfield, III, MD**, received the MMA's President's Award, which recognizes those who have made outstanding contributions in service to the mission of the MMA - making Minnesotans the healthiest in the nation and making Minnesota the best place to practice medicine.

Bigaouette, a practicing psychiatrist based in Mankato, has been described as having a unique ability to connect with people

from all backgrounds, which enables him to provide culturally sensitive and personalized care. He is a champion of physician well-being and active in the Mankato community raising awareness of mental health issues and championing inclusion efforts. He is highly regarded by his peers, patients, and the wider healthcare community for his leadership skills. He has served as a mentor to numerous residents, trainees, PA, pharmacy, and NP students. His commitment to education and research is evident in his publications, presentations at national conferences, and participation in clinical trials with a Rochester group aimed at advancing psychiatric treatments and interventions.

Hook is the medical director of hospital-based psychiatric services at St. Cloud Hospital. In 2021, his advocacy and passion led to the opening of CentraCare's EmPATH psychiatric stabilization unit. Its opening has been a significant benefit to the people of central Minnesota and exists as a testament to Doctor Hook's vision and determination to see it to completion. He has supported his colleagues in expanding programs within the hospital to address the crises of addiction and psychiatric disorders. Because of his work, CentraCare has been able to start additional consultation services for women's mental health and for addressing substance use disorders in a more comprehensive fashion for its patients. He is described as doing his work with grace, wisdom, and humor.

Crutchfield, who passed away in June 2023 after a lengthy battle with non-Hodgkin's lymphoma, has been called a pioneer in his field. Throughout his career, he was a leader in the field of dermatology. He was one of the first medical professionals to tailor skin treatments for people of color. He was a respected



George Schoephoerster, MD



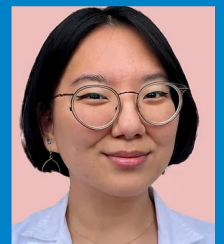
Patrick Bigaouette, MD



Larry Hook, MD



Charles E. Crutchfield, III, MD



Sally Jeon

researcher and educator, always at the forefront of new developments. He served as the team dermatologist for the Minnesota Twins, Minnesota Timberwolves, Minnesota Wild, and Minnesota Vikings. He was active with the Minnesota Association of Black Physicians.

Medical Student Leadership Award

Sally Jeon and **Nick Hable, MPH** received the Medical Student Leadership Award, which recognizes physicians-in-training who demonstrate exemplary leadership in service to medical students, the profession of medicine and the broader community. Both attend the University of Minnesota Medical School.

Resident and Fellow Leadership Award

Rebecca Yao, MD, MPH, received the Resident and Fellow Leadership Award, which recognizes physicians-in-training who demonstrate exemplary leadership in service to residents and fellows, the profession of medicine and the broader community. Yao is based in Rochester.

COPIC/MMA Foundation Humanitarian Award

Janet Chestnut, MD, a retired family physician in Lake City, received the COPIC/MMA Foundation Humanitarian Award which recognizes an MMA member who goes above and beyond to address the healthcare needs of underserved populations in Minnesota. The award includes a \$10,000 donation from COPIC to a healthcare-related 501(c)(3) in Minnesota. Dr. Chestnut directed her donation to the C.A.R.E. Clinic in Red Wing, where she volunteers much of her time.

James H. Sova Memorial Award for Advocacy

The former head of the Minnesota Board of Medical Practice (BMP), **Ruth Martinez, MA**, of St. Paul, received the James H. Sova Memorial Award for Advocacy. Sova was the chief lobbyist for the MMA from 1968 until the time of his death in December 1981. This award is given to a person who has made a significant contribution to the advancement of public policy, medical sciences, medical education, medical care, or the socioeconomics of medical practice. During Martinez's tenure, the BMP

collaborated with the MMA and others on several important initiatives, including implementing the Health Professionals Services Program, establishing telemedicine registration, modifying medical license application questions related to mental health, and having Minnesota join the Interstate Medical Licensure Compact.

Eric C. Dick Memorial Health Policy Partner Award

This award is given to an individual, group of individuals, a project or an organization that demonstrates their commitment to pursuing sound public policy, building coalitions, creating and/or strengthening partnerships with the goal of improving the health of Minnesotans or the practice of medicine in Minnesota. Dick was the MMA's manager of state legislative affairs from 2010 until his untimely death in January 2021. The 2023 recipient was **Hennepin Healthcare**, which led work, supported by the MMA, to establish Medical Assistance coverage for post-discharge recuperative care services provided to Minnesotans experiencing homelessness.

2023 Advocacy Champions

Each month, the MMA recognizes a member who has served as an advocacy champion, whether through testifying at the Capitol, raising their voice at a City Hall meeting, or being the person who stands up and advocates for change. When physicians advocate for improving patient care and improving the profession, it serves as a great reminder of why they went into medicine.

January Thomas C. Kingsley, MD, MPH

February Vineet Raman (medical student)

March Thomas E. Kottke, MD, MSPH

April Macaran Baird, MD, MS

May Victor Sandler, MD

June Jakub Tolar, MD, PhD

July Ryan Kelly, MD, MS

August Dennis O'Hare, MD

September Rebecca Yao, MD, MPH

October Cybill Oragwu, MD

November Robert Koshnick, MD

December Lisa Mattson, MD



Nick Hable, MPH



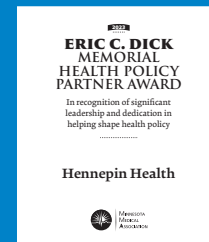
Rebecca Yao, MD, MPH



Janet Chestnut, MD



Ruth Martinez, MA

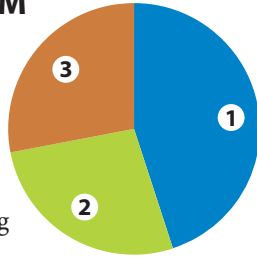


Hennepin Health

2023 MMA Financial Highlights

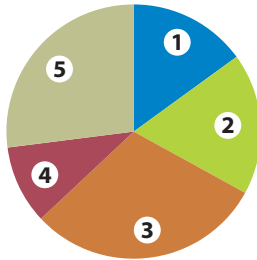
Total MMA revenue: \$3.4M

- 1 DUES** 45%
- 2 NON-DUES REVENUE** 27%
Advertising, sponsorships, event registration, grants, lobbying services, educational programming and accreditation services
- 3 SPENDING POLICY** 28%
Portion of investment returns used to support operations



How your dues are used

- 1 MEMBER ENGAGEMENT** 15%
- 2 ADVOCACY** 18%
- 3 COMMUNICATIONS AND EDUCATION** 30%
- 4 GOVERNANCE** 10%
- 5 INFRASTRUCTURE AND OVERHEAD** 27%



2023 membership information

Total: 9,695



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2023 MMA Foundation Financials

Total Net Assets: \$1.933M

MEDICAL STUDENT & RESIDENT SCHOLARSHIP FUNDS

| | |
|----------------------|--------|
| Friedman-Bowen | \$279k |
| Reuter-Lien | \$64k |
| Indihar | \$9k |

COMMUNITY GRANT & INITIATIVE FUNDS

| | |
|---|-------|
| MMA Community Health & Health Equity Innovation | \$17k |
| Stearns Benton Community Health..... | \$68k |
| Changing the Face of Medicine | \$51k |
| Physician Volunteerism..... | \$57k |

UNRESTRICTED \$1.388M

Total Revenues: \$413K

CONTRIBUTIONS

MEDICAL STUDENT & RESIDENT SCHOLARSHIP FUNDS

| | |
|----------------------|-------|
| Friedman-Bowen | \$22k |
| Reuter-Lien | \$3k |
| Indihar | \$1k |

COMMUNITY GRANT & INITIATIVE FUNDS

| | |
|-------------------------------------|------|
| Changing the Face of Medicine | \$8k |
|-------------------------------------|------|

Unrestricted**\$64k**

GRANTS

| | |
|----------------------------|-------|
| COPIC | \$65k |
| Physicians Foundation..... | \$42k |

Investment income**\$208k**

Total Expenses: \$191K

MEDICAL STUDENT & RESIDENT SCHOLARSHIP FUNDS

| | |
|----------------------|------|
| Friedman-Bowen | \$2k |
| Reuter-Lien | \$5k |

COMMUNITY GRANT & INITIATIVE FUNDS

| | |
|--|------|
| MMA Community Health & Health Equity Innovation .. | \$5k |
| Stearns Benton Community Health..... | \$8k |

GRANT EXPENSES \$107k

OTHER PROGRAM COSTS \$4k

ADMINISTRATIVE COSTS \$60k

Net Income: \$222K

MMA Foundation Impact

Scholarship dollars awarded: \$7,000

Physician-led community health grant dollars awarded: \$13,000

COPIC & MMA Foundation Humanitarian Award: \$10,000

Number of physicians trained in suicide prevention: 34