

Annual Report

2024

EMPOWERING PHYSICIANS



MINNESOTA
MEDICAL
ASSOCIATION

TRACKING PROGRESS IN 2024



On behalf of the MMA, I invite you to take a few minutes to review this combined 2024 MMA and MMA Foundation Annual Report. It is not easy to summarize a year's worth of work in a few pages, but it is a gratifying exercise to reflect on and document our many meaningful accomplishments.

Each year MMA leadership and staff craft a to-do list that advances our mission to make Minnesota the healthiest state and the best place to practice. As with any good list, I find great satisfaction in placing a checkmark by completed items. For me, the following checkmarks were particularly notable this year:

- ✓ Led advocacy efforts to pass nation-leading prior authorization reform legislation;
- ✓ Developed new physician leaders with completion of the inaugural cohort of the Minnesota Physician Leadership Institute;
- ✓ Delivered valuable services to reduce physician burnout and career fatigue;
- ✓ Defended medicine in the courts;
- ✓ Created critical tools to expose more Minnesota youth to careers in medicine;
- ✓ Championed health equity through the launch of a new LGBTQ+ Section;
- ✓ Delivered timely and relevant accredited education, including new training in serious illness communication;
- ✓ Invested, via the MMA Foundation, in community health projects and future physicians;
- ✓ Improved the MMA financial position;
- ✓ Increased MMA membership.

The MMA's progress would not be possible without you – our members and volunteers. You can read more about our collective progress in the following pages. Just imagine what we can do in 2025!

On behalf of MMA leadership and our incredible staff, thank you.

A handwritten signature in blue ink that reads "Janet L. Silversmith". The signature is written in a cursive, flowing style.

Janet L. Silversmith, CEO

MMA LEADERSHIP

(JANUARY THROUGH SEPTEMBER 2024)

2024 Officers

PRESIDENT

Laurel Ries, MD, St. Paul

PRESIDENT-ELECT

Edwin Bogonko, MD, MBA, Shakopee

IMMEDIATE PAST PRESIDENT

Will Nicholson, MD, Maplewood

SECRETARY/TREASURER

Amrit Singh, MBBS, Mankato

CHAIR OF THE BOARD

Kimberly Tjaden, MD, MPH, St. Cloud

CHIEF EXECUTIVE OFFICER

Janet Silversmith

Trustees

Lynn Cornell, MD, Rochester

Saam Dilmaghani, MD, MPH,

Rochester, Resident/Fellow

Melissa Edgar, Minneapolis,

Medical Student

Elizabeth Elfstrand, MD, Minneapolis

Dionne Hart, MD, Rochester

Dania Kamp, MD, Moose Lake

Gaurav Mehta, MBBS, Detroit Lakes

Lora Princ, MD, MBA, Minneapolis,

Policy Council Appointee

Caleb Schultz, MD, Minneapolis

David L. Smith, MD, Sartell

Rebecca Thomas, MD, Plymouth

AMA Delegation

CHAIR: Cindy Firkins Smith, MD,

MHCI, Willmar

John Abenstein, MD, MSEE, Rochester

Andrea Hillerud, MD, St. Paul

Dennis O'Hare, MD, St. Paul

David Thorson, MD, White Bear Lake

AMA ALTERNATE DELEGATES

Lisa Mattson, MD, Plymouth

George Morris, MD, St. Cloud

Ashok Patel, MD, Rochester

Laurel Ries, MD, St. Paul

MMA Committees

FINANCE AND AUDIT

CHAIR: Amrit Singh, MBBS, Mankato

ETHICS AND MEDICAL-LEGAL AFFAIRS

CHAIR: Lindsey Yock, MD, JD, Minneapolis

EQUITY IN ACCESS & QUALITY

CHAIR: Kevin Donnelly, MD, St. Cloud

PUBLIC HEALTH

CHAIR: Maria Starchook-Moore, MD, MPH, Edina

PHYSICIAN WELL-BEING ADVISORY COMMITTEE

CO-CHAIR: Natalia Dorf Biderman, MD, SFHM,

St. Louis Park

CO-CHAIR: Colin West, MD, PhD, Rochester

COMMITTEE ON ACCREDITATION AND CONTINUING MEDICAL EDUCATION

CHAIR: Robert Moravec, MD, Oakdale

MMA Policy Council

CHAIR: Benjamin Meyer, MD, Minneapolis

MMA Medical Student Section

CO-CHAIR: Saliha Chaudhry, University of Minnesota
Medical School - Twin Cities Campus

CO-CHAIR: Spencer Breen, University of Minnesota
Medical School - Duluth Campus

MMA Resident and Fellow Section

CHAIR: Michael Rigby, MD, PhD, Rochester

VICE CHAIR: Olga Lopez, MD, Rochester

LGBTQ+Section

CO-CHAIR: Victor G. Chedid, MD, MS

CO-CHAIR: Fi D. Fonseca, MB, BCh, BAO, MS

MMA Foundation

BOARD PRESIDENT: George Schoepfoerster, MD, St. Cloud

CEO: Kristen Gloege

BOARD MEMBERS

Juan Bowen, MD, Past President

David Agerter, MD,

Macaran Baird, MD

Ed Ehlinger, MD, MSPH

Fatima Jiwa, MBChB

Kasey Justesen, MD

George Lohmer

Tiffany Onyejiaka

Stephen Palmquist, MD, MBA, Treasurer

Janet Silversmith, MMA CEO, Secretary

Verna Thornton, MD

MEDPAC (MMA'S POLITICAL ACTION COMMITTEE)

CHAIR: Will Nicholson, MD, Maplewood



Laurel Ries,
MD



Edwin Bogonko,
MD, MBA



Will Nicholson,
MD



Amrit Singh,
MBBS



Kim Tjaden,
MD, MPH

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.

Here's where the MMA focused its efforts in 2024.

Maintaining a commitment to health equity

Through education, workshops, and other resources, the MMA continued to bring focus to the important work of reducing health inequities. For example, the MMA continued to offer the workshop *Understanding and Mitigating Implicit Bias in Healthcare*. In the two-hour interactive workshop, participants worked to examine implicit bias in healthcare settings, understand how it contributes to health disparities, and learn practical strategies for mitigating the effects. To date, the MMA has offered the workshop to the public five times and delivered private workshops to 10 different health systems reaching more than 500 learners.

In November, the MMA presented the workshop *Centering Diverse Voices: Stories of Racism and Resilience from Minnesota Physicians* at the inaugural Hennepin Health Equity Summit. This interactive workshop featured compelling video stories from physicians of color about their experiences studying and practicing medicine in Minnesota. Through hearing these stories, participants engaged in critical dialogue around racism and how to work toward an anti-racist culture of medicine.

Additional health equity programming in 2024 included:

- Online forums on gender-affirming care and race-based trauma and trauma-informed care
- Quarterly Community of Practice meetings addressing topics such as workforce diversification and statewide health equity initiatives
- Publication and release of an *Inclusive Communication Guide* for language that promotes equity
- Development and launch of new workshop: *Best Practices for Communicating about Equity*
- Development and launch of new workshop: *Reckoning with Racism in Medicine*
- Launch of the new LGBTQ+ Section

Advancing serious illness communication training

The Center for Advancing Serious Illness Communication (CASIC) is a joint program of the MMA and Minnesota Hospital Association, sponsored by Blue Cross and Blue Shield of Minnesota. Its primary goal is to establish serious illness communication as part of the standard of care for patients with serious illness as they approach end-of-life decisions. Based on Ariadne Lab's well-established, evidence-based serious illness conversation (SIC) guide and protocol, the training provides healthcare organizations and providers with the necessary tools, training, and support. CASIC's training launched in early 2024, comprising a three-module online, on-demand introduction to SIC, followed by a three-hour live, virtual classroom session focusing on becoming more familiar with the SIC guide and developing the skills clinicians need to have effective conversations with patients, their families, and caregivers. Faculty members have extensive professional experience working with seriously ill patient populations and are Ariadne Labs-trained.



Improving firearm safety

The MMA continued to lead the Minnesota Firearm Safety and Suicide Prevention Coalition, focused on raising awareness of suicide and the role that firearms play in them. Current efforts underway include a firearm safety physician interview study, which is analyzing the role of physicians in talking with patients about safe firearm storage during clinic visits. The coalition is also advancing a firearm safety storage map project, which is designed to develop regional maps of temporary firearm storage options near a few primary care clinics, maps that can be incorporated by physicians into their firearm safety counseling with patients.

On the advocacy front, the MMA supported legislative proposals that would: require that firearms be secured in a safe or lockbox and stored separately from ammunition; mandate that lost or stolen firearms be reported to law enforcement; and prohibit the “ghost purchase” of a firearm, where one person purchases a firearm and then transfers it to a person who is prohibited from owning it. The prohibition on ghost purchasing passed, but bills on safe storage requirements and mandatory reporting of lost or stolen firearms did not.

Suicide prevention training

In 2024, the MMA Foundation delivered free suicide prevention training to 135 healthcare professionals across the state. These sessions equipped participants with essential tools such as Question-Persuade-Refer (QPR) and Counseling on Access to Lethal Means (CALM) — building a life-saving network of support.

Reducing morbidity and mortality of substance use disorders

The MMA continued its work in 2024 to advocate for care for Minnesotans with substance use disorders. MMA members filled two seats on the Task Force on Holistic and Effective Responses to Illicit Drug Use established by the Legislature, and also provided leadership on the Minnesota Office of Addiction and Recovery’s (OAR) Medication for Opioid Use Disorder (MOUD) in Jails Work Group, which was co-created by OAR, the MMA, and the Minnesota Sheriff’s Association. The work group is tasked with identifying barriers and solutions to providing medications to Minnesotans who are incarcerated and have opioid use disorder.

Providing essential care for the unhoused

The MMA Foundation advanced the MMA’s mission of addressing health inequities and fostering physician engagement through a \$5,000 grant to Churches United in Ministry (CHUM) in Duluth. The grant supported the creation and distribution of 1,400 wound care kits.

Investing in the future of medicine

The MMA Foundation has a long-standing commitment to investing in the future of medicine and in 2024, the Foundation awarded nearly \$20,000 in project-based scholarships to medical students and residents. By awarding scholarships, the Foundation empowers promising medical students and residents to pursue innovative projects and research that address health disparities and improve community health outcomes. Here are just two examples of Foundation dollars at work:

- 1. Expanding Rural Medicine Opportunities** – An MMA Foundation scholarship grant provided support for the Mayo Clinic Alix School of Medicine’s Rural Medicine Curricular and Outreach Development Program. This scholarship gives medical students practical experience in rural settings, addressing the unique healthcare challenges these communities face.
- 2. Increasing Access and Inclusivity in Healthcare** – Another scholarship allows medical students at the University of Minnesota Medical School to work alongside American Sign Language interpreters and Certified Deaf Interpreters in a simulated clinical environment. This program prepares future physicians to provide inclusive, patient-centered care to diverse populations, ensuring that no patient is left behind.



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 2024.

Here are some of the highlights of the MMA's work.

Prior authorization successes at the Capitol

Following significant work and support from multiple partners, in 2024, the MMA succeeded in advancing one of the most comprehensive state prior authorization (PA) reform laws in the nation. Included in the new law, which will take effect January 1, 2026, are the following: PA laws will now apply to all state-regulated payers, including Medical Assistance and MinnesotaCare, which were previously exempted; a PA received for a chronic condition does not expire unless the standard of treatment changes; PA is prohibited for non-medication treatments for cancer, outpatient mental health, and substance use disorders, and PAs for the medications for these treatments must be decided within 48 hours; PA is prohibited for preventive services, pediatric hospice care, and for pediatric neonatal abstinence programs; PA companies are required to annually report to the Minnesota Department of Health data on how often they use PA, how often they approve PA, and how often they deny PA; and PA companies are required to utilize an automated process that is consistent with the new federal requirements that identifies whether a PA is required and what documentation is needed.

Limiting Medicare payment cuts and preserving telehealth

After months of pressure directed at Congress by the MMA and AMA, Congress halved the 2024 Medicare physician fee schedule proposed cut of 3.37% to a final cut of 1.68%. The MMA will continue to fight for reform of the Medicare physician payment methodology that triggers cuts, including adoption of inflation-based payment adjustments.

The MMA and AMA were successful in securing an extension through March 2025 of Medicare coverage for telehealth services, which was first adopted during the COVID-19 pandemic. The MMA will continue to advocate for this coverage indefinitely.

Increasing physician leadership

In June, the first cohort of the MMA's Minnesota Physician Leadership Institute (MNPLI) completed its 10 months of coursework, giving the program excellent reviews. In September, the MMA launched the second cohort of MNPLI, consisting of 21 students. The MNPLI offers innovative, best-in-class leadership training to provide Minnesota physicians with the skills, insights, and competencies required to build leadership acumen. Two new courses were added for the second year – physician leadership in quality and safety, and physician well-being. The University of Minnesota Carlson School of Management is the MMA's faculty partner for the program.



Increasing and diversifying the physician workforce

The MMA launched a new website (www.healthcarecareersMN.org) in October to support the healthcare career aspirations of students from across the state. The website grew out of a recommendation from the MMA's Barriers to Workforce Diversification in Physician Education, Training and Licensure Task Force. The website includes information about pathway programs and other resources that provide mentorship, training, exposure, and inspiration to students interested in healthcare careers in Minnesota. The website is geared toward elementary, middle school, and high school students in the state, as well as their families/guardians, school guidance counselors, and STEM teachers. The website was developed and launched with partial funding from UCare.



Defending the practice of medicine

The MMA, along with AMA and American Society for Aesthetic Plastic Surgery participated in a lawsuit as an amicus, or “friend of the court,” in a case involving MMIC, a Minnesota-based medical liability insurer that denied coverage for the defense costs of a discrimination lawsuit against a Minnesota physician. MMIC argued that the physician's policy did not cover claims alleging violations of state law, such as discrimination, and only covered claims arising out of medical incidents. The MMA participated in this case, arguing that MMIC should be required to cover the physician's claim because the underlying discrimination lawsuit was based on the physician referring the patient to a specialist for a procedure that was outside the scope of his training and expertise, a medical incident. By not covering the claim, the MMA argued that MMIC was encouraging physicians to conduct procedures and treatments that are not within their scope of expertise. The MMA further argued that a physician should not be penalized for making the medical determination that a referral is needed.

Helping future physicians find their path

In November, the MMA again partnered with Gillette Children's in its “Medical Discovery Day for BIPOC Youth,” which brought together students, parents, educators, clinicians, and community leaders to inspire youth to consider careers in healthcare. The MMA hosted “Growing Your White Coat” sessions, which helped the parents/guardians in attendance gain a better understanding of how they can support their kids/teens in exploring a career in healthcare.

Supporting physician well-being

In partnership with the MMA Foundation, the MMA continued to support physician well-being by offering a suite of services through SafeHaven (www.mnmed.org/safehaven), a confidential and comprehensive resource for MMA members and their families. This initiative is funded by a grant to the MMA Foundation from The Physicians Foundation. The SafeHaven program offers tailored services, including peer coaching on topics such as work-life balance and leadership, counseling sessions with licensed behavioral health professionals, and a WorkLife Concierge to manage daily tasks. The SafeHaven services gained greater value following the MMA's legislative efforts. New legislation allows the MMA to operate confidential support programs, such as SafeHaven, for clinicians facing burnout, fatigue, or general wellness challenges. Enacted on August 1, 2024, the law includes critical confidentiality protections, ensuring participation in SafeHaven is shielded from discovery or subpoena during investigations or lawsuits, and is not disclosed to licensing boards unless mandated by state law.

Empowering physicians: A blueprint for well-being

The MMA's Physician Well-being Advisory Committee took decisive action to identify innovative, actionable strategies to combat burnout, promote resilience, and create workplace cultures where physicians can thrive. Adopted by the MMA Board of Trustees in May, the committee's report emphasizes three key focus areas: protecting physician health, reducing work burdens, and cultivating thriving organizational cultures.

Changing the Face of Medicine initiative

Through the Changing the Face of Medicine initiative, the MMA Foundation is helping to build a physician workforce that truly reflects the diverse communities of Minnesota. To date, the initiative has secured more than \$51,000 in funding to develop programs like the MCAT® fee relief fund that elevates underrepresented voices in medicine. By amplifying the voices of future physicians, this initiative is laying the foundation for sustainable improvements in health equity, patient care, and community trust.

MMA'S 2024 AWARD WINNERS

Four physicians, two physicians-in-training, a state representative, and the Minnesota Rare Disease Advisory Council, were all honored with 2024 MMA awards. Each year, the MMA honors those in medicine for going above and beyond.

Distinguished Service Award

David L. Estrin, MD, of Golden Valley, received the MMA's highest honor, the Distinguished Service Award, for his years of dedicated service to the association and to medicine. Estrin served the MMA as committee member, trustee, and AMA delegate over the many years of his career.

President's Award

Natalia Dorf Biderman, MD, SFHM, and **Colin West, MD, PhD**, received the MMA's President's Award, which recognizes those who have given much of their free time to help improve the association. Dorf Biderman and West were recognized for their work leading the MMA's Physician Well-being Advisory Committee. The group delivered a report and recommendations to the MMA Board of Trustees for further action needed to improve well-being and professional satisfaction.

Medical Student Leadership Award

Rashika Shetty 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. Shetty is a second-year medical student at the University of Minnesota Medical School. She was recognized for her commitment to serving underserved communities.

Resident and Fellow Leadership Award

Jack McHugh, MB BCh, BAO, 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. McHugh, who is based in Rochester, was recognized for his work on the Zumbro Valley Medical Society's Street Medicine program.

Copic/MMA Foundation Humanitarian Award

Tori Bahr, MD, received the Copic/MMA Foundation Humanitarian Award, which recognizes MMA members who go above and beyond to address the healthcare needs of underserved populations in Minnesota. Bahr's award noted her dedication to advancing pediatric to adult healthcare transition for children and youth with special health needs.



David L. Estrin, MD



Natalia Dorf Biderman, MD, SFHM



Colin West, MD, PhD



Rashika Shetty

James H. Sova Memorial Award for Advocacy

State Rep. **Tina Liebling**, of Rochester, received the James H. Sova Memorial Award for Advocacy. Sova served as the MMA's chief lobbyist from 1968 until his death in 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. Liebling was selected for her long-term healthcare advocacy work at the Capitol.

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 a 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 served as the MMA's manager of state legislative affairs from 2010 until his untimely passing in 2021. This year's recipient was the Minnesota Rare Disease Advisory Council, which was selected for its efforts in helping the MMA pass important prior authorization legislation during the 2024 legislative session.

2024 Advocacy Champions

Each month, the MMA honors a member who has championed advocacy, whether by testifying at the Capitol, speaking out at a city hall meeting, or standing up to drive meaningful change.

January Zachary Shaheen, MD, PhD

February Mary Gilbert Lawrence, MD, MPH

March Laurel Ries, MD

April Michelle Chestovich, MD

May Dominik Dabrowski, MD, MPH

June Mark F. Liebow, MD, MPH

July Colin P. West, MD, PhD

August Melissa Edgar

September Michael J. Rigby, MD, PhD

October Dania Kamp, MD

November Patrick Crowley, DO

December Kevin Donnelly, MD



Jack McHugh, MB BCh, BAO



Tori Bahr, MD

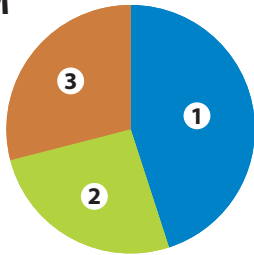


Rep. Tina Liebling

2024 MMA Financial Highlights

Total MMA revenue: \$3.7M

- 1 DUES** 45%
- 2 NON-DUES REVENUE** 26%
Advertising, sponsorships, event registration, grants, lobbying services, educational programming and accreditation services
- 3 SPENDING POLICY** 29%
Portion of investment returns used to support operations



How your dues are used

- 1 MEMBER ENGAGEMENT** 13%
- 2 ADVOCACY** 24%
- 3 COMMUNICATIONS AND EDUCATION** 20%
- 4 GOVERNANCE** 18%
- 5 INFRASTRUCTURE AND OVERHEAD** 25%



2024 membership information

Total: 10,356



MINNESOTA
MEDICAL
ASSOCIATION

3433 Broadway Street NE, Suite 187; Mpls, MN 55413
 PHONE: 612-378-1875 or 800-342-5662
 FAX: 612-378-3875
 EMAIL: mma@mnmed.org
 WEB: mnmed.org
 JOIN US ON FACEBOOK, X, INSTAGRAM AND LINKEDIN



2024 MMA Foundation Financials

Total Net Assets: \$2.168M

MEDICAL STUDENT & RESIDENT SCHOLARSHIP FUNDS

Friedman-Bowen	\$405k
Reuter-Lien	\$68k
Indihar	\$10k

COMMUNITY GRANT & INITIATIVE FUNDS

Community Health & Physician Engagement	\$37k
Stearns Benton Community Health & Physician Engagement	\$68k
Changing the Face of Medicine	\$55k
Physician Volunteerism	\$55k

UNRESTRICTED \$1.475M

Total Revenue: \$324K

CONTRIBUTIONS

MEDICAL STUDENT & RESIDENT SCHOLARSHIP FUNDS

Friedman-Bowen	\$122k
Reuter-Lien	\$2k
Indihar	\$2k

COMMUNITY GRANT & INITIATIVE FUNDS

Community Health & Physician Engagement	\$20k
Changing the Face of Medicine	\$4k

Unrestricted\$16k

GRANTS

The Physicians Foundation	\$24k
---------------------------	-------

Investment income\$135k

Total Expenditures: Grants, Scholarships & Operations: \$99K

MEDICAL STUDENT & RESIDENT SCHOLARSHIP FUNDS

Friedman-Bowen	\$5k
Indihar	\$1k

COMMUNITY GRANT & INITIATIVE FUNDS

Community Health & Physician Engagement	\$5k
---	------

PROGRAM EXPENDITURES FROM GRANTS \$24k

ADMINISTRATIVE COSTS \$63k

Net Income: \$225K

MMA Foundation Impact

Number of medical students and residents on scholarship-funded projects: 8

Community Health & Physician Engagement grant dollars awarded: \$5,000

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

Number of physicians and other healthcare workers trained in suicide prevention: 135