

AMERICAN MEDICAL ASSOCIATION HOUSE OF DELEGATES (NOVEMBER 2020)

Report of Reference Committee F

Michael D. Chafty, MD, JD, Chair

1 Your Reference Committee recommends the following consent calendar for acceptance:
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3

4 **RECOMMENDED FOR ADOPTION**

- 5
6 1. Report of the House of Delegates Committee on the Compensation of the
7 Officers
8
9 2. Council on Long Range Planning and Development Report 1 – International
10 Medical Graduates Section Five-Year Review
11
12 3. Council on Long Range Planning and Development Report 2 – Organized
13 Medical Staff Section Five-Year Review
14
15 4. Council on Long Range Planning and Development Report 3 – Establishment of
16 the Private Practice Physicians Section
17
18 5. Resolution 606 – Adopting the Use of the Most Recent and Updated Edition of
19 the AMA Guides to the Evaluation of Permanent Impairment
20

21 **RECOMMENDED FOR REFERRAL**

- 22
23 6. Resolution 602 – Towards Diversity and Inclusion: A Global Nondiscrimination
24 Policy Statement and Benchmark for our AMA

RECOMMENDED FOR ADOPTION

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2
3 (1) REPORT OF THE HOUSE OF DELEGATES COMMITTEE
4 ON COMPENSATION OF THE OFFICERS
5

6 **RECOMMENDATION:**
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8 **Recommendations in the Report of the House of**
9 **Delegates Committee on Compensation of the Officers**
10 **be adopted and the remainder of the Report be filed.**

11
12 **HOD ACTION: Recommendations in the Report of the**
13 **House of Delegates Committee on Compensation of the**
14 **Officers adopted and the remainder of the Report filed.**
15

16 The Committee on Compensation of the Officers recommends that there be no changes
17 to the Officers' compensation for the period beginning July 1, 2021 through June 30,
18 2022 and the remainder of the report filed. (Directive to Take Action)
19

20 Your Reference Committee wishes to extend its appreciation to the House of Delegates
21 Committee on Compensation of the Officers for its report. Testimony in response to the
22 report was limited, but supportive.
23

- 24
25 (2) COUNCIL ON LONG RANGE PLANNING AND
26 DEVELOPMENT REPORT 1 – INTERNATIONAL
27 MEDICAL GRADUATES SECTION FIVE-YEAR REVIEW
28

29 **RECOMMENDATION:**
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31 **Recommendation in Council on Long Range Planning**
32 **and Development Report 1 be adopted and the**
33 **remainder of the Report be filed.**
34

35 **HOD ACTION: Recommendation in Council on Long Range**
36 **Planning and Development Report 1 adopted and the**
37 **remainder of the Report filed.**
38

39 The Council on Long Range Planning and Development recommends that our American
40 Medical Association renew delineated section status for the International Medical
41 Graduates Section through 2025 with the next review no later than the 2025 Annual
42 Meeting and that the remainder of this report be filed. (Directive to Take Action)
43

44 On behalf of our AMA House of Delegates, your Reference Committee wishes to extend
45 its appreciation to the Council on Long Range Planning and Development and the
46 International Medical Graduates Section for their cooperative and collaborative efforts
47 thereby allowing the Council to present a thorough review of the Section's status.
48 Having received no negative testimony, your Reference Committee supports the

1 Council's conclusion. During testimony, a comment on changing the five-year timeline
2 for evaluating delineated sections was shared. While the Council provided a statement
3 on the rationale for the delineated section review process, your Reference Committee
4 wishes to note that changes to this process are beyond the scope of this report.
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6

7 (3) COUNCIL ON LONG RANGE PLANNING AND
8 DEVELOPMENT REPORT 2 – ORGANIZED MEDICAL
9 STAFF SECTION FIVE-YEAR REVIEW

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11 **RECOMMENDATION:**
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13 **Recommendation in Council on Long Range Planning**
14 **and Development Report 2 be adopted and the**
15 **remainder of the Report be filed.**
16

17 **HOD ACTION: Recommendation in Council on Long Range**
18 **Planning and Development Report 2 adopted and the**
19 **remainder of the Report filed.**
20

21 The Council on Long Range Planning and Development recommends that our American
22 Medical Association renew delineated section status for the Organized Medical Staff
23 Section through 2025 with the next review no later than the 2025 Annual Meeting and
24 that the remainder of this report be filed. (Directive to Take Action)
25

26 As was stated in the previous item of business, your Reference Committee is
27 appreciative of the collaboration that has occurred between the Council on Long Range
28 Planning and Development and the Organized Medical Staff Section, which has resulted
29 in a comprehensive review of the Section. Testimony favored the recommendation of
30 the Council.
31

32
33 (4) COUNCIL ON LONG RANGE PLANNING AND
34 DEVELOPMENT REPORT 3 – ESTABLISHMENT OF
35 THE PRIVATE PRACTICE PHYSICIANS SECTION
36

37 **RECOMMENDATION:**
38

39 **Recommendations in Council on Long Range Planning**
40 **and Development Report 3 be adopted and the**
41 **remainder of the Report be filed.**
42

43 **HOD ACTION: Recommendation in Council on Long Range**
44 **Planning and Development Report 3 adopted and the**
45 **remainder of the Report filed.**
46

47 The Council on Long Range Planning and Development recommends that the following
48 recommendations be adopted and the remainder of the report be filed:

- 1 1. That our American Medical Association transition the Private Practice Physicians
2 Congress to the Private Practice Physicians Section as a delineated section.
3 (Directive to Take Action)
4
- 5 2. That our AMA develop bylaw language to recognize the Private Practice Physicians
6 Section. (Directive to Take Action)
7

8 Your Reference Committee wishes to extend its appreciation to the Council on Long
9 Range Planning and Development for a very comprehensive analysis of the Private
10 Practice Physicians Congress' request for a change in status to that of a new AMA
11 section. The report prompted only positive testimony.
12

13 Your Reference Committee emphasizes that according to the Council on Long Range
14 Planning and Development's recommendation, the Private Practice Physicians Section
15 would be created as a delineated section, subject to a five-year sunset rule and will be
16 reappointed to that status by normal majority vote of the House of Delegates. Your
17 Reference Committee also believes that there is great value in allowing for
18 representation of physicians currently underrepresented in our AMA and that now is the
19 ideal time to be supportive of colleagues who are struggling to maintain their private
20 practices during the hardships of a pandemic.
21

22 Your Reference Committee wishes to acknowledge testimony calling for the new Section
23 to be renamed the "Independent Practice Physician Section." In response to this
24 suggestion, the leadership of the Private Practice Physicians Congress reported that the
25 group does not support the name change because they have a 12-year identity as the
26 PPP Caucus/Congress, which has granted the group cache and an alliterate presence
27 easy to remember and instantly identified by our AMA membership. Your Reference
28 Committee believes that if a name change is to be made, it should come from within the
29 group via internal procedures.
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- 31
- 32 (5) RESOLUTION 606 – ADOPTING THE USE OF THE
33 MOST RECENT AND UPDATED EDITION OF THE AMA
34 GUIDES TO THE EVALUATION OF PERMANENT
35 IMPAIRMENT
36

37 **RECOMMENDATION:**
38

39 **Resolution 606 be adopted.**
40

41 **HOD ACTION: Resolution 606 referred.**
42

43 RESOLVED, That our American Medical Association support the adoption of the most
44 current edition of the AMA Guides in all jurisdictions in order to provide fair and
45 consistent impairment evaluations for patients and claimants including injured workers.
46 (New HOD Policy)
47

48 Your Reference Committee wishes to announce that a member of our committee,
49 Stuart J. Glassman, MD, MBA disclosed he served a role in the development of

1 Resolution 606. For this reason, Dr. Glassman recused himself from our deliberations
2 and our recommendation on this item.

3
4 *AMA Guides to the Evaluation of Permanent Impairment*® (*AMA Guides*®) provide a
5 measurement framework for permanent impairment in patients who have suffered an
6 injury or illness resulting in long-term loss of a body part or reduction of body function.
7 Once a patient has reached Maximum Medical Improvement, *AMA Guides* is used to
8 assess a patient's impairment and document findings. A properly completed impairment
9 rating report produced using the appropriate *AMA Guides* content is the gold standard
10 for documenting permanent impairment to support insurance and legal proceedings.

11
12 Our AMA currently supports the use of the most recent edition of *AMA Guides* given it is
13 an AMA product that is promoted and continues to be maintained, including a pending
14 transformation to an online version that will allow for regular updates. For this reason,
15 your Reference Committee concurs with the intent of Resolution 606 and those providing
16 testimony that it is appropriate for AMA to augment its support through the adoption of
17 this new House of Delegates policy. In response to the few who testified before the
18 Committee in opposition to this resolution, your Reference Committee wishes to highlight
19 that the intent of Resolution 606 is to achieve uniformity to the greatest extent possible.
20 We believe that is an appropriate position for our AMA and the path to achieving broader
21 acceptance of updated editions.
22

RECOMMENDED FOR REFERRAL

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2
3 (6) RESOLUTION 602 – TOWARDS DIVERSITY AND
4 INCLUSION: A GLOBAL NONDISCRIMINATION POLICY
5 STATEMENT AND BENCHMARK FOR OUR AMA
6

RECOMMENDATION:

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9 **Resolution 602 be referred with report back at the 2021**
10 **Annual Meeting.**

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12 **HOD ACTION: Resolution 602 referred with report back at**
13 **the 2021 Annual Meeting.**

14
15 RESOLVED, That our American Medical Association adopt an overarching
16 nondiscrimination policy on the basis of sex, color, creed, race, religion, disability, ethnic
17 origin, national origin, sexual orientation, gender identity, age, or for any other reason
18 unrelated to character, competence, ethics, professional status or professional activities
19 that applies to members, employees and patients. (New HOD Policy)
20

21 RESOLVED, That our AMA demonstrate its commitment to complying with laws, rules or
22 regulations against discrimination on the basis of protected characteristics. (Directive to
23 Take Action)
24

25 RESOLVED, That our AMA reaffirm Policy H-65.988, "Organizations Which
26 Discriminate," and Policy G-630.040, "Principles on Corporate Relationships," in its
27 overarching non-discrimination policy. (Reaffirm HOD Policy)
28

29 RESOLVED, That our AMA reaffirm Policy G-600.067, "References to Terms and
30 Language in Policies Adopted to Protect Populations from Discrimination and
31 Harassment." (Reaffirm HOD Policy)
32

33 RESOLVED, That our AMA study the feasibility and need for a comprehensive business
34 conduct standards policy to be fully integrated with the conflict of interest policy, and
35 report back to the AMA House of Delegates within 18 months. (Directive to Take Action)
36

37 RESOLVED, That our AMA provide an update on its comprehensive diversity and
38 inclusion strategy to the AMA House of Delegates within 24 months. (Directive to Take
39 Action)
40

41 Resolution 602 calls upon our AMA to adopt an overarching nondiscrimination policy;
42 reaffirm current AMA policy; study the feasibility and need for a comprehensive business
43 conduct standards policy to be fully integrated with the conflict of interest policy; and
44 provide an update on our AMA's comprehensive diversity and inclusion strategy.
45

46 Your Reference Committee received testimony supportive of the intent of Resolution 602
47 but noted there were several amendments proffered to broaden inclusiveness, as well as
48 to strengthen the language contained in existing AMA policy. Still others advocated for

1 referral of this item due to the complexity of the requests and the need to develop an
2 integrated response.

3

4 Your Reference Committee supports referral of this item to allow our AMA House of
5 Delegates to receive a report back that codifies policies and activities and optimizes the
6 language contained in an overarching nondiscrimination policy. There was limited, but
7 supportive, testimony for a report back to the House of Delegates by the 2021 Annual
8 Meeting. We recognize the investment of time and resources that our AMA has
9 expended thus far and recommend referral to ensure we get this right. Because of the
10 importance of this issue, your Reference Committee recommends that the report be
11 brought back at the 2021 Annual Meeting.

12

13 Finally, your Reference Committee draws your attention to Board of Trustees Report 15
14 (November 2020), "Plan for Continued Progress Toward Health Equity," which is
15 included in the Handbook for this meeting among the informational materials.

16

- 1 This concludes the report of Reference Committee F. I would like to thank
- 2 Jerry P. Abraham, MD, MPH, David J. Bensema, MD, Veronica K. Dowling, MD,
- 3 Cheryl Gibson Fountain, MD, Stuart J. Glassman, MD, MBA, Lynda G. Kabbash, MD,
- 4 and all those who testified before the Committee.

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