

MEDCHI, THE MARYLAND STATE MEDICAL SOCIETY
HOUSE OF DELEGATES

BOT Report 2-19

INTRODUCED BY: Board of Trustees

SUBJECT: Follow up to Resolutions from 2019 Spring House of Delegates Meeting

The Board of Trustees presents the following informational report on the follow up Actions for resolutions from the 2019 Spring House of Delegates Meeting.

RES. NO.	TITLE	SUBMITTED BY	HOD MTG.	HOD ACTION	RESOLVES	FOLLOW-UP ACTION
1-19	Study Regarding Current Maryland Medical Cannabis Regulations and Risks to Patients	Montgomery County Medical Society	April 28, 2019	Amended and adopted	Resolved, that MedChi study the Maryland Medical Cannabis Commission's current practitioner requirements for issuing certifications for cannabis and associated risks to patients, and develop recommendations regarding required dispensary personnel basic science training with certification regarding beneficial effects of cannabis and its adverse reactions; requirements for certifying practitioners to communicate with the patients' physicians and/or caregivers; and reiterate MedChi's longstanding policy regarding requirements to report medical cannabis dispensing to the Prescription Drug Monitoring Program, and report progress back to the next MedChi House of Delegates (November, 2019).	Referred to Medical Cannabis Task Force for study and development of recommendations Gene Ransom met with CRISP clinical committee to discuss this issue and present MedChi's position.
2-19	Study to Determine Causes of Physician Compensation Disparity in Maryland	Montgomery County Medical Society	April 28, 2019	Adopted	Resolved, that MedChi, after an in-depth review of the findings of the 2018 Survey of Maryland Physician Compensation conducted by Merritt Hawkins, initiate a study to determine the causes of physician compensation disparity in Maryland compared to other states to include recommendations for actions to correct the disparity.	Submitted to Medical Economics Council for follow up MedChi has entered into a formal collaboration with Merritt Hawkins to conduct additional research and develop resources

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3-19	Advancing Gender Equity in Medicine	Montgomery County Medical Society	April 28, 2019	Amended and adopted.	<p>Resolved, that within Maryland, MedChi will (a) advocate for institutional, departmental and practice policies that promote transparency in defining the criteria for initial and subsequent physician compensation; (b) advocate for pay structures based on objective, gender-neutral criteria; (c) encourage a specified approach, sufficient to identify gender disparity, to oversight of compensation models, metrics, and actual total compensation for all employed physicians; and (d) advocate for training to identify and mitigate implicit bias in compensation determination for those in positions to determine salary and bonuses, with a focus on how subtle differences in the further evaluation of physicians of different genders may impede compensation and career advancement; and be it further</p> <p>Resolved, that MedChi will recommend as immediate actions to reduce gender bias: (a) elimination of the question of prior salary information from job applications for physician recruitment in academic and private practice; (b) create an awareness campaign to inform physicians about their rights under the Lilly Ledbetter Fair Pay Act and Equal Pay Act; (c) establish educational programs to help empower all genders to negotiate equitable compensation; (d) create guidance for medical schools and health care facilities for institutional transparency of compensation, and regular gender-based pay audits; and be it further</p>	<p>Submitted to Medical Economics Council for follow up</p> <p>MedChi has entered into a formal collaboration with Merritt Hawkins to conduct additional research and develop resources</p>

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					<p>Resolved, that MedChi will strive for the inclusion of women members including, but not limited to, membership, representation in the MedChi House of Delegates, reference committee makeup, and leadership positions within MedChi, including the Board of Trustees, committees, councils and section governance, plenary speaker invitations, and recognition awards; and be it further</p> <p>Resolved, that MedChi will commit to pay equity across the organization.</p>	
4-19	Awarding MedChi & Component Membership Posthumously	Montgomery County Medical Society	April 28, 2019	Amended and adopted	<p>Resolved, that MedChi develop a process for awarding membership posthumously when it is learned that discrimination played a role in the decision to exclude a licensed Maryland physician from MedChi membership; and be it further</p> <p>Resolved, that Webster Sewell, M.D., who died in 1998 at the age of 96 and was the only African American physician in Montgomery County at the time he was denied membership “in the county medical association because he could not be served at their dinner meetings at local country clubs,”¹ be awarded emeritus membership in MedChi and the component posthumously.</p>	Submitted to Membership Department for implementation. Dr. Sewell’s membership status was changed in MedChi’s database. MedChi will encourage other victims of discrimination to come forward so that membership status can be retroactively rectified.

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5-19	Evidence-Based Care of Individuals Born with Differences in Sex Development (DSD)	Residents and Fellows Section	April 28, 2019	Referred		<p>Considered by Board of Trustees at its meeting on May 16, 2019</p> <p>The Board voted to have MedChi facilitate a meeting between stakeholders (the AUA and the resolution's authors) and to ask that the meeting include consideration of AMA policy. This meeting was held at AMA A-19.</p>
6-19	Ethical Use of Cadavers in Medical Education and Research	Medical Student Section	April 28, 2019	Adopted	<p>Resolved, That our MedChi advocate for policies that prohibit the Maryland State Anatomy Board's practice of using unclaimed bodies in medical education and research; and be it further</p> <p>Resolved, That our MedChi should support policies that require the Maryland State Anatomy Board to obtain consent for all uses of cadavers and provide information to individuals and families about burial assistance programs.</p>	Letter sent to state anatomy board.
7-19	Health Insurers and Collection of Co-Pays and Deductibles	Baltimore City Medical Society	April 28, 2019	Referred		<p>Considered by Board of Trustees at its meeting on May 16, 2019</p> <p>The Board voted to refer 7-19 to the Medical Economics Council for consideration. It was presented to the Payor Relations Committee; the committee voted not to pursue the issue.</p>
8-19	Support for Buprenorphine Training to Encourage More Buprenorphine Providers	Opioid Task Force	April 28, 2019	Amended and adopted	Resolved, that MedChi support, encourage, and facilitate the training of both current and additional Buprenorphine prescribers by providing outreach, advertising, and hosting Buprenorphine trainings.	<p>Submitted to Addictions Committee for follow up</p> <p>MedChi leadership met with Baltimore City Health Officer to discuss this and other topics</p>

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9-19	Maintaining Accurate and Current Immunization Records	Baltimore County Medical Association	April 28, 2019	Amended and adopted	Resolved, that MedChi work to explore a system to report children who have not been immunized prior to enrollment into a preschool or school, public or private, to the Maryland Department of Health.	Submitted to Public Health Committee for follow up MedChi and MCMS have developed and shared ImmuNet implementation resources, and MedChi's communications channels have made vaccines a prominent area of focus

BOT Report 2-19 was accepted as an informational report by the House of Delegates at its meeting on November 2, 2019.