

PROPOSAL FOR EMPLOYMENT

American Academy of Family Physicians: Alan Blum, M.D.

1. Title - editor, American Family Physician

2. Job description - Employed by the American Academy of Family Physicians, with full benefits accorded to any other Academy employee and with services contracted on a part-time basis to either Kansas University Medical School or University of Missouri at Kansas City Medical School. Time is to be divided between Academy responsibilities and those of the academic institution chosen by the candidate, with the majority of time/effort devoted to the primary employer: the Academy. Activities at the academic institution are to include those agreed upon by Dr. Blum, the institution, and the Academy, with the understanding that activities are to focus on teaching responsibilities and patient care.

Responsibilities associated with the position as editor of AFP are as described in the job description already given to Dr. Blum.

3. Benefits - As accorded any other Academy employee (see attachment). An information meeting is scheduled with Ms. Barbara Inlow, benefits coordinator, at 2:30 p.m., Tuesday, July 12.

4. Travel - As medical editor, Dr. Blum will have at his disposal, with accountability to the managing publisher, \$10,000 (annualized) in travel expenses (roughly 6 trips per year). Expenses are provided for attendance at medical meetings (such as AAFP Assembly, STFM annual meeting, NAPCRG meeting, etc.) that the editor wishes to attend to solicit manuscripts and stay up-to-date on clinical and paraclinical issues; such expenses might also cover travel associated with speaking engagements as the AFP editor, in the infrequent circumstance where the sponsoring organization does not provide full reimbursement. As for any AFP staff member, approval from the managing publisher is needed prior to travel.

Note: Travel that involves attendance at medical meetings or speaking engagements as the editor of AFP will be on Academy time.

After the one-year moratorium during which Dr. Blum has agreed to not speak on smoking, such engagements, after approval, will in most cases be conducted using vacation or compensatory time.

Honoraria are generally not accepted by Academy staff. Advance approval is required.

5. Expenses for trips to secure housing - The Academy will reimburse Dr. Blum for a maximum of two trips to Kansas City for the purpose of securing housing in the Kansas City area. Expenses to be reimbursed shall include airfare at full coach fare for two persons per trip plus lodging, car rental, meals, and other miscellaneous costs for a maximum of three nights per trip. Reimbursement shall be made on the basis of receipts presented to the Academy by Dr. Blum.

6. Moving - Dr. Blum shall be reimbursed up to a maximum of \$6,000 for actual expenses incurred in moving to Kansas City, including but not limited to movers, transportation of goods and possessions, personal transportation and lodging. (Dr. Blum is urged to get estimates of moving expenses before final agreement to this sum.) Reimbursement up to the maximum amount specified will be made to Dr. Blum upon the Academy receiving appropriate receipts.

7. Salary - \$75,000 total, with cost of living review six months after initiation of employment

## TERMS OF AGREEMENT

American Academy of Family Physicians/Alan Blum, M.D.

The following describe several terms of employment to which the Academy and Dr. Blum agree to as representing expectations of his performance as editor of American Family Physician.

Acceptance of Time Structure Dr. Blum is expected to work hours within the structures already provided at the Academy. For example, flex-time is available and a routine of, say, 10 a.m. to 6 p.m. would be appropriate. All employees are expected to be at work at Academy offices at the agreed upon hours unless prior notification has been given to the employee's supervisor and agreed upon. If Dr. Blum is required to be out of the office to fulfill his responsibilities, he is to notify the managing publisher and necessary colleagues. Punctuality is expected at all appointments.

Adoption of a Reasonable Sense of Priorities At all times, the top priority of the editor of AFP is the timely production of high quality continuing medical education material for the journal. Incrementally and in time, progress can be made toward improving the quality of scientific articles, establishment of a strong and vibrant commentary section, institution of peer review, restructuring of the Editorial Advisory Board, etc. At no time can the commitment to a new project or further refinement of an "acceptable-but-not-yet-top-flight" article interfere or compromise the timely production of the journal. At present, a bank of 50 scientific articles, reviewed and edited by the medical editor and ready for staff edit, is kept, serving as a pool from which the proper editorial mix can be chosen for an issue. The number of 50 articles is to be considered a minimum; in other words, the time each issue is "made up," at least 50 scientific articles should be available for selection.

AFP should be broad-based in its treatment of issues affecting family practice and practice of medicine in general. Balance and credibility should not be sacrificed to the dominance, however worthy, of one or several issues.

Adoption of Team Player Attitude The medical editor is expected to accept the legitimacy of supervision, accountability, and chain of command, including the legitimacy of the values of others. Again, proper prioritization is important: The editor is expected to determine which issues are important enough to "battle" and which are not. The editor will report to the managing publisher.

In an effort to further the image of Dr. Blum as the AFP editor and, now, an advocate for the entirety of family practice, he is precluded from speaking on smoking for a period of one year. Teaching responsibilities at the chosen academic institution within the Kansas City area are excluded. Speaking engagements on such topics as health promotion in general and medical writing and editing are considered appropriate. Speaking engagements must receive prior approval from the managing publisher; media contacts require prior approval from the executive vice president.