

The ACNM board of directors thank the student representatives who wrote and delivered your report at the ACNM annual meeting during the May '22 annual meeting. We deeply apologize for this unusual delay in responding to you in. Our delayed response should not be seen as a reflection on the high level of importance we place upon the time and effort the students who wrote and delivered the report generated. In addition, the entire board valued the many value points raised within the content of the document. We acknowledge that the words on these pages can do little to answer your questions and quench your thirst for more rewarding midwifery education programs, we present this response as a beginning to what we hope will become a dialogue for change that while it may not impact your class will improve the educational experience for those who follow you. Additionally, we have scheduled a special townhall for students and new grads on February 23rd to continue the discussion and search for solutions. We hope that many of you will join us to help find solutions that will improve midwifery education for generations to come.

One of the major themes in your report was concerns about the lack of adequate and positive clinical sites where preceptors demonstrate a midwifery model of care that integrates principles of trauma informed care and respect for consumers. While educational programs operate independent of the board, we want to assure you that we have shared all your concerns related to educators and preceptors directly with Dome. We continue to encourage programs to employ a preceptor-student matching system when pairing students with preceptors. In addition, preceptor training is a standard aspect of the annual meeting. We are committed to creating a preceptor-student connect to promote exchange of ideas outside of the high stakes of a clinical learning environment. This year in response to students' comments about antiracism content and interactions ACNM created an antiracism tool kit and delivered 2 training sessions free of cost and open to faculty at all educational programs. We intend to charge the gender equity task force to develop a similar tool kit on gender equity to be delivered free of charge to midwifery faculty. We hope that these programs will increase faculty awareness and sensitivity to students who belong to diverse backgrounds to encourage feelings of belonging and value. We also intend to continue work with ACME to advocate and add accountability for antiracist and gender equity midwifery education within curricular. Finally in response to your request to reward midwives to precept, ACNM is happy to inform you that preceptors currently receive CEUs for their efforts in supervising midwifery students. These they can use towards their ACMB certificate maintenance program. ACNM will consider some of your other suggestions to compensate preceptors for the work they devote to the education and training midwifery students.

In response to support for students directly, ACNM already has in place reduced student dues for years 2-4 of membership (active advancing category) These reduced fees we hope will enable students to take advantage of membership as they strive to establish themselves as new CNMs and CMs. ACNM is also exploring the feasibility to offer students voting privileges to provide value and a sense of belonging to the membership as students. This will be up for discussion at the student townhall.

While ACNM is acutely aware that lack of adequate clinical sites is a significant problem in midwifery education we continue to explore ways to address this on a national, state and local level. This is a major problem because no single entity is responsible to push forward the issue of clinical sites. Renewed joint statements with ACOG, ACGME and CREOG reaffirm our commitments to support the removal of barriers to clinical sites. ACNM plans to reintroduce the MOMs bill during the 118th congress. We urge all of you to support the passage of this bill, one passed it will increase access and funding for clinical sites for midwifery students across the country. Finally, ACNM is developing industry-wide partnerships with institutions including those who belong to Dome. It is our hope that as more midwifery education programs partner with us, they will open their clinical sites to invest in training and eventually hiring more midwifery students. We understand that more of you would like some of your training experience to take place within a birthing center, we welcome more partnership with AABC birth centers. Again, we encourage you to support the babies act, however it is important to acknowledge that clinical assignment at a birth assignment does require more clinical time commitment for midwifery students who must be on call in order to meet the recommended number of visits and births. The same amount of time commitment is required for students who choose to follow a licensed CNM/CM who attends homebirths.

While ACNM cannot dictate how various programs establish their curriculum, we have discussed the need to protect clinical time with Dome. Many of the individual programs have committed to be sensitive to student's clinical time. Similarly, it is up to individual programs to determine the assessment tools they will use to assess competency of students as they move through their programs. AMCB has assured ACNM that any content related to race or ethnicity related to pelvimetry has been removed from their exam, the core competencies and subsequently not taught within individual programs. On the other hand, any programs with concerns about lack of content related to health policy and advocacy should be aware that these are in the core competencies and should be covered within their educational programs. Students who are concerned about lack of content should refer their program director back to the core competencies.

Work life balance is a major health concern for all students. The cost of midwifery education is forcing more students to work while in midwifery school. While it is up to every student to pay attention to their own work life balance ACNM recognizes that scholarships and or part time study can be beneficial to assist individuals' students to balance out work and study. While the foundation, MOCC and other national programs offer scholarships students are strongly encouraged to follow up with their individual programs to learn about scholarship opportunities offered through the institution. Do not let those opportunities slip by you. They are often more accessible than national opportunities which are open to many more individuals. Please keep in mind that while DNP is becoming a popular terminal degree for midwifery, it is not considered a requirement. A master's education is still the minimal educational pathway to be eligible to take the AMCB certification exam. In the interim please find the DNP competencies here;

[https://www.midwife.org/acnm/files/acnmldata/uploadfilename/00000000260/COMPETENCIES%20FOR%20DOCTORAL%20EDUCATION 2021 Final.pdf](https://www.midwife.org/acnm/files/acnmldata/uploadfilename/00000000260/COMPETENCIES%20FOR%20DOCTORAL%20EDUCATION%202021%20Final.pdf) and the updated doctoral

competencies for midwifery educational here;

<https://www.midwife.org/acnm/files/acnmlibrarydata/uploadfilename/000000000079/PS%20Midwifery%20Education%20and%20Doctoral%20Preparation%20190927.pdf>

A significant aspect of work life balance is related to feeling prepared to work as a competent midwife upon graduation. Some of this concern is the goes back to feelings of inadequate clinical preparation due to time or working alongside a medical doctor for part of their clinical preparation in a physician dominated system. Further, some midwifery students are disappointed to find their wages like their salaries as nurses, indeed CNMs are traditionally among the lowest paid APRNs. This leaves midwifery graduates with concerns about wages and limited employment opportunities upon completion of their training. ACNM urge students to take advantage of career departments at their institutions to gain assistance in resume development and job negotiating skills. Additionally, we remain committed to host speed dating efforts at the annual meeting and post job opportunities on our website. Many Dome programs are integrating contract negotiations and resume support within their curriculum. Additionally, students should explore fellowships which are begin offered at more programs around the country. ACNM is open to ideas student may have to promote employment opportunities to new graduates.

The student report comes to an end with expressed concerns about the value of ACNM. There appears to be a lack of clarity about the purpose of ACNM, it benefits and value to them as students. These sentiments are not new, as students we have all had to find the value, we assign to a sense of belonging to the college. In response to concerns about the cost of belonging, ACNM has decreased the cost to join as a student and the first 2-4 years. We plan to redo the popular video “You are ACNM” which highlights the case to students that their involvement and future shapes the college and the value that they find within their college. There are plans to update the website, ACNM would love your input for some of the changes that you would like to see on the new website, the programs and services that are offered. Getting involved is easier than you think. View any committee, find one that you are interested in, reach out to the chairperson, offer to help in any way you can. The annual meeting is a great place to “try out committees of interest” Also follow up with your local affiliate, they are a great way to engage in the college and become familiar with some of the local leaders. Your university should have a liaison to the national student committee and the board. Do share your concerns with them, they can relate concerns to the board, we love to hear from students and can always find ways to listen to your voices, because you are our future.

In response to your request welcome packets for new and renewing members are already approved. Their launch originally scheduled for fall of 2022. Is delayed as our new marketing director becomes oriented. Students will have their own special welcome packets as well as receive invitations to participate in monthly onboarding/engagement webinars. They will also receive regular engagement messages that keep them abreast of all the ways they can get value from their membership. Affiliates are separately incorporated state-level societies that have their own leadership structure and dues. Students’ members are already members of the affiliate organizations in their state per the ACNM bylaws and our affiliate agreements. Creating

a separate affiliate group under this model would be duplicative. If student members of ACNM want to engage with each other they may do so on Connect and via the state affiliates they already belong to. The Affiliate Development & Support Committee is working with the Membership & Marketing Committee to develop a toolkit that will allow state affiliates to better engage their members, including their student members. The toolkit would roll out in 2023.

We hope you will join us at the student townhall on 2/23/23. The link will follow.