

RESOLUTION NO. ____ (Florida)

Monitoring Artificial Intelligence and Scope Expansion as Drivers of Workforce Substitution in Primary Care

Whereas, the American Association of Nurse Practitioners reports that a majority of states and the District of Columbia now grant nurse practitioners full practice authority, and the number of such jurisdictions has continued to grow over the past several years; and

Whereas, the integration of AI-based clinical decision support into the workflows of non-physician clinicians can narrow the apparent gap in output between physician and non-physician care for routine encounters, even though it does not close the gap in training, diagnostic reasoning under uncertainty, or accountability that defines physician-led care; and

Whereas, hospital systems, private equity-owned groups, and Medicare Advantage-oriented primary care models have shown a continued pattern of substituting lower-cost non-physician labor for physician labor in primary care delivery; and

Whereas, the combination of expanding scope of practice and AI assistance may accelerate the displacement of family physicians from employed primary care positions, particularly in urban markets and in organizations that prioritize labor-cost reduction; and

Whereas, family physicians face structural barriers to changing employment under such pressure, including educational debt that the Association of American Medical Colleges reports at a median of approximately \$200,000 in medical-school debt for the Class of 2025—exceeding \$250,000 for roughly one-third of indebted graduates when premedical debt is included—debt that is generally non-dischargeable in bankruptcy, alongside restrictive non-compete agreements and limited bandwidth to develop alternatives while employed full time; and

Whereas, the AAFP has, through its 2025 Starfield Summit road map and its policy on the Ethical Application of Artificial Intelligence in Family Medicine, committed to physician-led governance of AI in primary care, but has not yet established a mechanism to track the use of AI augmentation as a factor in employer staffing decisions; now, therefore, be it

RESOLVED, That the American Academy of Family Physicians (AAFP) commission a recurring workforce report tracking trends in physician-to-non-physician staffing ratios in primary care, with specific attention to the role of artificial intelligence augmentation in employer staffing decisions; and be it further

RESOLVED, That the American Academy of Family Physicians (AAFP) develop policy positions and member-facing resources addressing AI-enabled workforce substitution, including guidance on liability allocation, scope-appropriate AI deployment, and the patient-safety implications of AI-assisted non-physician primary care delivery.