



AMA DELEGATION ELECTION Personal Statement

Amy Duckro, DO, MPH Personal Statement for Election to the Colorado Medical Society Delegation to the American Medical Association

It would be my honor to represent the Colorado Medical Society (CMS) as an American Medical Association (AMA) delegate. I recently served on the CMS Board of Directors (BOD) for a three-year term and I have been on the CMS Council on Legislation (COL) since 2024, now serving as vice-chair. I have gained an appreciation for the importance of the CMS in policy setting, including active attention to the protection of physicians' practices and consistent advocacy for high-quality, safe, and accessible patient care. I was fortunate to serve as a CMS AMA alternate delegate in 2025, which offered me valuable insight as to the complexities of the work done by the AMA House of Delegates. Being an alternate delegate allowed me to understand the broader context of the work we do at the state level and created a valuable platform from which to expand my future contributions.

My experience and training in population health provide me with a unique ability to contribute as an AMA delegate. One of my key learnings from completing my Master in Public Health degree was the essential role of policy and advocacy in influencing the delivery of health care and its outcomes. As a physician with the Colorado Permanente Medical Group for over 20 years, I have held multiple leadership positions, evaluating problems from many different angles. As an infectious diseases specialist, I was one of our organization's primary leaders during the COVID-19 pandemic. During this time, I navigated extremely sensitive and divisive issues in a highly charged time with adaptability and calm. Success required effective listening and communication with many stakeholders – medical professionals in all fields, elected officials, as well as the general public. I am a lifelong learner with a growth mindset and consistently approach difficult situations with integrity and honesty. During my tenure on the CMS BOD, I brought a thoughtful and even-keeled approach to problem solving. I seek to gain the perspectives of others and, while keeping the health of our profession and the care of our patients as central, aim for solutions based on reason, equity, and dignity. I take the opportunity to learn and listen reflectively while formulating opinions. Likewise, I am comfortable articulating my perspective and aligning with a consensus once a group decision has been made after thoughtful deliberation.

We are facing a turbulent time in medicine. Critical issues include physician wellbeing and burnout, appropriate reimbursement for care – especially for those serving rural and underserved communities, continued provision of safe and high-quality patient care with relevant contributors being scope of practice and the maintenance of safety nets for uninsured and underinsured patients, the erosion of public confidence and trust in science and the medical profession, and external influences on the access to affordable health care.

As a Colorado Medical Society delegate to the AMA, I recognize that my responsibility will be to faithfully represent the positions of our Society. I pledge to carefully consider the issues we face without preconceived determinations or positions and will approach this important role with the professionalism it deserves.

Please feel free to contact me for further discussion. I appreciate your support of my candidacy to join the CMS delegation to the AMA!



AMA DELEGATION ELECTION Candidate Profile

Amy Duckro Personal Statement for Election to the Colorado Medical Society Delegation to the American Medical Association

1. **Name:** Amy Duckro, DO, MPH
2. **City:** Lafayette, CO
3. **Employment:** Colorado Permanente Medical Group (CPMG)
4. **Specialty:** Infectious Diseases, Public Health
5. **Organized Medicine experience:**
 - a. Colorado Medical Society experience
 - Member since 2015
 - Board of Directors 2022-2025
 - Council on Legislation member since 2024
 - b. Component Society experience
 - CPMG Component Society Member since 2015
 - c. American Medical Association experience
 - Member 1995-1998, 2021 to present
6. **Curriculum Vitae:** (Attached)
7. **Personal statement:** (Attached)



AMA DELEGATION ELECTION Curriculum Vitae

Amy Nicole Duckro, DO, MPH, FIDSA

280 Exempla Circle
Lafayette, CO 80026
amy.duckro@kp.org 720-660-0239

Executive Director of Population Management

A strategic, innovative executive partner advancing the Kaiser Permanente mission and vision to provide high quality, affordable healthcare. Guides change and supports teams to expand and elevate the member experience. Fosters confidence, mutual respect, and an inclusive, accountable culture. A dedicated life-long learner.

Applies a diplomatic style, connects across organizational boundaries and builds trusting relationships and open lines of communication. Experienced with successfully representing KPCO to key accounts, prospective clients and in media interviews.

Invests in team development, inspires professional growth, and builds leadership bench strength for business sustainability. Influences cross-functional engagement and collaboration for change.

Leading and Innovating

Integrated Care
Care Gap Closure
Prevention and Screening
Chronic Condition Management
Care of At-Risk Populations
Performance Measurement
Community Outreach
Quality Metrics Development
Lean Process Improvement
Labor Management Partnership
Antimicrobial Stewardship
Government Relations & Legislative Priorities
Systems Processing
Methodical Thinker

PROFESSIONAL EXPERIENCE

COLORADO PERMANENTE MEDICAL GROUP (CPMG), Lafayette, CO

2004–Present

Executive Director, Population Management

09/2022–Present

- Physician Co-lead, Quality Metric Oversight Committee (subcommittee of Quality Oversight Committee)
 - QMOC exists to develop strategic, comprehensive, and proactive quality metric performance oversight and to provide regulatory quality improvement oversight, including performance for all State/National/Federal contractual obligations that require quality performance reporting.
 - Lead teams in developing strategies to improve performance on metrics.
- Member, Quality Oversight Committee
 - QOC provides oversight and evaluates the effectiveness of all aspects of the Quality Program, including clinical quality, access to services, service quality, and safety.
- Member, Government Programs Oversight Committee (subcommittee of Quality Oversight Committee)
 - GPOC serves to develop strategic, comprehensive, and proactive oversight for all Government Programs and related work within Kaiser Permanente for vulnerable populations.
- Physician Co-lead, 'Incidental Finding' Program
 - SafetyNet Program (involving radiology, population mgmt., quality and population health technologies (PHT)) ensures patients with incidental medical imaging findings receive appropriate, timely follow-up by leveraging structured language and automation.
 - Supports members' health and safety while increasing support to providers by improving work efficiency and safeguards.
 - Kidney findings automation is live; 88% of patients have completed follow up within advised time frame.
 - Practice parameters are developed for 4 out of 11 organs planned.
 - Program was the recipient of a \$556,202 Lokahi grant for May, 2022 through December, 2023.
- Co-chair, Gap Governance Committee (reporting to the Clinical Knowledge Management Committee)

- Committee incorporates special attention to vulnerable populations with SureNet program.
- Review requests for addition, modification or retirement of care gaps that display on KPHC for all care delivery teams and to KP members throughout KPCO.
- Maintain knowledge of current national recommendations and consider factors such as pharmacy costs, resource allocation, materials availability, member expectations, and change management.
- Supported transition from Health Trac to Health Maintenance (Epic) and from Personal Action Plans to Health Care Reminders (kp.org).
- Physician lead, Outreach to Drive Care (OTDC)
 - Collaborate with Patient Centered Charting and Communication (PC3) and Documentation and Reporting teams; lead OTDC team in program execution along with HP Program Manager.
 - All eligible members outreached at least once in 2019, 2021 and 2022.
 - Met 2019's high mark of year over year chronic condition address rates in 2022 (87%) despite sizable increase in denominator in 2022.
 - With multi-disciplinary team, standardized process for tracking of outreach and initiated cross referencing of outreach efforts with access in primary care clinics.
 - Reinforce with medical teams the need for a comprehensive documentation strategy.
 - Assist in the professional growth of the Health Plan OTDC staff including those represented by Labor.
- Clinical lead, "KPCO Communication Ecosystem"
 - Developing infrastructure to inform a patient-centered KPCO communication strategy. Optimizing the number and content of messages sent while honoring member preferences to improve quality, safety and member experience and engagement.
 - Created Governance and Advisory Groups to improve effectiveness and reduce unintended collateral damage from member messaging.
- Clinical quality physician partner, KP Digital Receive Care experience group
 - Support expansion of care gap alerts via geolocation.
- Care gap closure
 - Achieved target care gaps/1000 goal in 2022 despite transition from HealthTrac to Health Maintenance.
 - Support establishment of annual regional performance goals.
 - Standardized criteria for inclusion of gaps in the care gaps/1000 metric.
 - Partnered with Primary Care and Lab Services to transition from lab distributed FIT kits to incorporation of FIT kit distribution in PC clinics (2024). Improved FIT kit gap closure from this change being tracked.
 - Support education of care team staff and leaders on the importance of care gap closure. Developing training for new PMG hires and HP/PMG leaders on care gap closure including relevance, organizational impact, and resources for monitoring performance.
 - Partner with Workforce Health team to develop employer group based care gap closure opportunities. Explore analytics and support creation of virtual and on-site care gap closure events. Goals to improve member health, boost quality ratings and highlight a differentiator for KPCO in the state market.
 - Routinely seek new opportunities to expand care gap closure work including in non-traditional venues.
- Physician sponsor, Population Care Management Team and Outreach to Drive Care Team UBTs
- Supported successful transition of the medical weight management department from an independent department into work managed by population health team. Transition had quality, safety, member experience implications.
- Led evolution of Weight and Wellness department to an e-consult based model of care to increase patient touches from obesity specialists and strengthen pharmacy oversight of GLP-1 prescribing for safety and cost.
- Mentor to University of Colorado Longitudinal Integrated Clerkship (LIC) students 2023 and 2024. Student received "Best abstract" award in 2023.
- Physician Lead, Immunization Task Force
- Direct reports include medical directors for prevention, chronic disease, at-risk populations and an informaticist.

CPMG Delegate for Colorado Medical Society Board of Directors

08/2022-09/2025

- Appointed by CPMG's executive medical director, to support growth and mission of the medical society.

Colorado Medical Society, Council on Legislation

- Vice-Chair 2025-Present
- Voting member 2024-Present

AMA alternate delegate for the Colorado Medical Society

2025-Present

Institute for Health Policy Event Steering Committee

2026-Present

Medical/Technical Specialist, Emergency Operations Command Center	02/2020-Present
- Served as lead physician for KPCO during COVID-19 pandemic and other public health emergencies such as measles outbreaks - Presented regularly at organization-wide town halls, CPMG town halls, and KPCO leader calls. Featured in several “Doc Talks”. Presented to approximately 20 broker and employer groups during pandemic. Represented KPCO in frequent media appearances. Partnered with primary care on numerous CMEs. - Served as point of contact for Labor	
Member, Government Relations Community Health Policy Council, KP National	2020-Present
Attending Physician	2004-Present
Infectious Diseases specialist providing ambulatory care at KPCO and hospital-based care at contracted hospitals.	
• Physician lead, ID Unit Based Team (UBT)	2017-Present
Roles below apply to Good Samaritan Medical Center:	
• Member, Infection Prevention and Control Committee	2004-2025
• Development and maintenance of Antimicrobial Stewardship Program	2005-2025
- Consistently one of the lowest antimicrobial utilizers of in-system hospitals and statistically below average antimicrobial use compared to like hospitals nationally based on SAAR (standard antimicrobial administration rates). - Improved safety and quality for hospitalized patients receiving antimicrobials and lowers direct and indirect system costs. - Development of tools in the EMR to support testing and prescribing consistent with best practice. - Educated physicians and nurses on recommended testing and treatment strategies.	
• Chief of Medical Subspecialties, Medical Executive Committee	2010-2011
• H1N1 Incident Management Team	2009
• CME Committee	2007-2018
• Workplace Safety Committee	2006-2008
• Developed program for routine post-partum pertussis vaccination	2006
Director, Population Management	05/2020-09/2022
• Led development of primary care dashboard in HealthConnect, resulting in improved visibility, clarity and actionability of designated metrics on PC HC dashboard - Dashboard features individual, medical office building and regional performance on selected metrics. • Oversaw Outreach to Drive Care program • Led exploration of antibiotic stewardship for KPCO - Focused on upper respiratory tract prescribing and UTIs/asymptomatic bacteriuria. - Utilized Tableau to direct analysts to develop tracking tool that reflects prescribing by individual, clinic and practice type compared with the KPCO region and national benchmarks. • Led penicillin (PCN) allergy de-labeling program at KPCO - Approached correcting PCN allergies in a variety of ways including modifying Epic functionality, engaging medical/surgical specialty teams to support accurate documentation, and raising awareness.	
Medical Director, State of Colorado Account	07/2020-04/2022
• Physician representative to this important account to solidify relationship with KPCO. • Identified health trends among State employees and regularly co-presented data from the Customer Analytics and Reporting team to state leadership. Partnered with state leadership to identify opportunities to manage costs and improve outcomes and member experience based on these data.	
Member, Firearm Safety Task Force, KP National	2020-2021
Physician Co-lead, Dept. of Population Health	04/2019-05/2020
Regional Value Advisor	05/2016-04/2019
• Developed quality performance scorecards for medical specialty teams partnering cross-functionally with business managers and data analysts. • Led medical specialty teams in adopting medical screenings outside of direct specialty purview but consistent with regional strategy.	

- Supported the roll-out of care gap closure in specialty care departments, emphasizing PHQ-9 depression screening, A1c testing, and reviews for medication duplicates as a part of standard practice.
- Led teams to identify and correct workflow inefficiencies, improve quality outcomes and reflect care excellence in an integrated care model, thereby positively affecting member experience.
- Facilitated the quality work of network partners in northern and southern Colorado to be recognized in the KPCO model.
 - Developed consistency between metrics and goals across all levels of the organization.
 - Standardized reporting to improve clarity.
 - Gained knowledge in ensuring the capture of data into KPHC allowing it to be counted towards performance on nationally benchmarked quality indices.

Peer Review Chair, Medical Specialties

05/2016-04/2017

Regional Specialty Chair, Infectious Diseases

10/2014-08/2016

- Focused on maintaining access to care, quality improvement initiatives, reducing external medical spend and improving utilization management, in addition to performance management.
- Partnered with HP leader and business management in Labor environment.

Department Value Advisor, Infectious Diseases

12/2014-06/2020

- Developed antimicrobial stewardship program for skilled nursing facilities covered by CPMG physicians
 - Piloted project to provide high quality, safe, affordable care for SNF residents regarding antimicrobial use.
 - Showed reduction in C diff testing and diagnoses with considerable projected cost savings.
 - Poster presentation, Society for Healthcare Epidemiology of America (SHEA), 2019.
- Developed HIV and PrEP registries used to determine when patients are overdue for visits, track viral load suppression in HIV positive persons, assure members are up to date with recommended vaccine and screenings.
 - Undertook assessment of viral load control for disparities between White and Black/Latinx members. Viral load control was not affected by race/ethnicity.
- Developed system wide alert for fluoroquinolone prescribing in elderly in HC to improve safety, quality and reduce patient harm.
- Led HIV PrEP program improving access to safe prescribing of preventive therapies. Guided roll out of PrEP maintenance care to PC; increased PC confidence in managing PrEP and reduced barriers to receiving PrEP.
- Led development of HIV and PrEP smartsets and smartphrases to improve consistency and quality of care.
- Aligned orthopedic surgeons with updated best practices around antibiotic prophylaxis following joint surgeries; guided updating of HealthConnect tools to improve prescribing consistency, created resources for nursing teams and on Clinical Library to reference regarding recommended prescribing, created letter available in HC and sent to all patients with an implanted joint informing them of the new recommendations (co-signed by ID and orthopedics).
- Partnered with orthopedics HP and CPMG leads, nursing education, and KP and hospital infection prevention committees to develop uniform pre-operative decolonization practices for all surgical facilities serviced by KPCO, improving efficiency, safety, quality, and cost.
- Created practical resources regarding how to interpret syphilis testing for HealthConnect and Clinical Library in partnership with Primary Care leads thereby reducing traffic in HC and delays in care.
- Worked with KPCO lab manager, clinical primary care leads and informatics team to improve appropriate ordering of respiratory viral testing. Resulted in ~\$10,000 cost reduction over 6-months in 2018-2019.

Adjunct Medical Staff, Department of Medicine, Lutheran General Hospital, Park Ridge, IL

2000 – 2003

Residential Aide, Tender Mercies Psychiatric Group Home for Homeless, Cincinnati, OH

1993

Residential Aide, Places for People Psychiatric Group Home, St. Louis, MO

1991 – 1992

Research Assistant, Endocrinology Division, St. Louis University Hospital, St. Louis, MO

1991

- Interviewed patients regarding psychosocial impact of vision impairment secondary to diabetes.

EDUCATION and MEDICAL TRAINING

Masters in Public Health, Global Health and Health Disparities, GPA: 3.95
Colorado School of Public Health, Denver, Colorado

2009-2013

Practicum and Capstone Project completed in Musanze, Rwanda
 Recipient of Academic Achievement Award, 2011
 Recipient of Continuing Student Award, 2012

Infectious Diseases Fellowship, Rush-Presbyterian St. Luke's Medical Center, Chicago, IL	2002-2004
Chief Resident, Internal Medicine, Lutheran General Hospital, Park Ridge, IL Curriculum Committee, 1998 – 2002	2001-2002
Internal Medicine Internship and Residency, Lutheran General Hospital, Park Ridge, IL Ruggie Humanitarian Award, 2001 Chairman's Award, 2000 HIV Health Education Seminar, 2000	1998-2001
Doctor of Osteopathic Medicine, Chicago College of Osteopathic Medicine, Chicago, IL Faculty - Class Liaison 1995 - 1996	1994-1998
Bachelor of Science in Psychology, Minor in French, Xavier University, Cincinnati, OH Graduated magna cum laude Mortar Board Honors Psi Chi, Psychology Honor Society 1992 - 1993 Member of Chamber Orchestra	1989-1993

PROFESSIONAL DEVELOPMENT

Executive Education in Operational Excellence – Lean Yellow Belt, Ohio State University Project led to development of Communication Ecosystem work at KPCO	2021-2022
Executive Coaching, Footlamp Consulting	2020, 2021
Associate Improvement Advisor Training, Kaiser Permanente	2017
- Improved % of PrEP patients who received recommended vaccines within 30 days from 38% to 75% over a 3-month period.	
Medicine & Management Leadership Course, Kaiser Permanente	2016

HONORS

Top 10% Leader Index Score on CPMG Engagement Survey	2022
"Top Doc" in Denver's 5280 Magazine	2011, 2021
CPMG Teacher of the Year	2020
Top 2% of Physicians for Patient "Art of Medicine" Ratings	2019
Nominated, Physician of the Year, Good Samaritan Medical Center	2007, 2008, 2009
Nominated for CPMG Teacher of the Year	2005

INVITED CME PROGRAMS

Multiple COVID-19 CMEs, Kaiser Permanente, Colorado	2020-2022
Primary Care CME, Kaiser Permanente, Colorado	
HIV Pre-Exposure Prophylaxis	2019
Outpatient Management of UTI	2018
Outpatient Management Skin/Soft Tissue Infections in the Era of CA-MRSA	2012
Sinusitis	2010
Limiting the Health and Cost Burdens of H1N1 and Seasonal Influenza	2009
Recommended Vaccination Practices, Expert Speaker	
North American Center for CME (NACCME)	
Preventable Vaccine Conference, Expert Speaker	2006
North American Center for CME (NACCME)	

PROFESSIONAL ACTIVITIES / COMMUNITY SERVICE

IDSA Global Health Committee Advisory Group	10/2021-2024
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- Selected for 2-year volunteer term.	
Consultant, Notrebio/Partners for Conservation, Musanze, Rwanda	2015-Present
- Facilitation of partnerships with U.S. NGOs and Universities.	
- Assistance with program development.	
- Adviser to organization's founder and chair.	
Testified to Colorado House Committee on HB 18-1260	03/2018
- Proposed bill supported by KP to increase transparency around pharmaceutical pricing.	
- Testified regarding impact to patients on high cost of pharmaceuticals.	
- Bill passed out of House, died in Senate.	
Testified to Colorado House Committee on HB 16-1102	02/2016
- Proposed bill to increase transparency around pharmaceutical pricing put forth by KP.	
- Testified regarding impact to patients on high cost of pharmaceuticals.	
- Heard by House Committee on Health, Insurance & Environment.	
HIV Advocacy	2015-2018
- Participated in KPCO Benefits Steering Committee discussions around pricing modifications to anti-retroviral therapy.	
Medical expert for HIV related legislative changes, Colorado	2015-2016
- SB 146, STI Modernization, sponsored by Sen. Steadman/Rep. Esgar. Repealed laws that specifically targeted HIV positive persons, modernized laws related to STIs.	
- First such legislation to be successful nationally.	
Planning Committee Member, Kaiser Permanente Global and Travel Health Annual Conference	2016
Kaiser Permanente Neighbors in Health Fair	2008
- Provided free medical care to uninsured patients.	
Colorado University Pre-Med Society	2006-2007
- Attended meetings to share perspectives on Osteopathic Medicine, medical training and working as a physician.	
Relevance Reviewer	2005-2010
- Reviewed board exam questions for the American Board of Internal Medicine.	
Port Ministries, Chicago, IL	2001-2004
- Provided free medical care to homeless patients, served at soup kitchen, tutored children.	
Community Health Clinic, Chicago, IL	1998-2004
- Provided free medical care to uninsured patients.	
Medical Mission, Jalapa, Guatemala	02/2001
- Provided free medical care to uninsured patients.	
Community HIV Clinic, Chicago, IL	2000-2001
- Provided care to HIV positive patients.	
- Coordinated resident volunteers at the clinic.	
HIV Ward, Cook County Hospital, Chicago, IL	1995-1996
- Trained through Midwest AIDS Training and Education Center.	
- Offered social support to hospitalized patients.	

MEDIA

Work closely with regional and national KP communications experts in representing KP's response to current infectious diseases related issues.

More than 30 unique media presentations between 1/1/2020 and 12/30/22.

Experience with newspaper, radio, television, podcast, and internet media, both live and recorded.

PROFESSIONAL MEMBERSHIP

Colorado Medical Society	2015-Present
American Medical Association	2022-Present
Infectious Diseases Society of America	2005-Present
Fellow, Infectious Diseases Society of America	2012
Member of IDSA/HIVMA Member Advocacy Program	2018-Present

LICENSURE and CERTIFICATIONS

Board Certified, Infectious Diseases Subspecialty, American Board of Internal Medicine	2004-Present
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Board Certified, Internal Medicine, American Board of Internal Medicine
Licensed Physician, Colorado (*DR-42730*)
Licensed Physician, Illinois (*036-102931*)

2001-2011 (Expired)
06/2004-Present
2000-2005 (Expired)

PUBLICATIONS

“Developing patient-centered communication ecosystems in integrated health care delivery organizations.” **A. Duckro**, S. Mueller, C. Kraus, C. Steiner, J. Steiner. *Permanente J.* 2023;23:095.

“Evaluating the role of system-generated communications in health care organizations.” **A. Duckro**, J. Steiner. *JAMA Intern Med* 2023;183:403-404.

“Improving the Quality of Care in Skilled Nursing Facilities: Outcomes from a Pilot Antimicrobial Stewardship Program.” D. Paulson, T. Delate, **A. Duckro**. Poster presentation, SHEA conference, April, 2019.

“HSV hepatitis: Two cases characterized by early treatment and full recovery.” **A. Duckro**, B. Sha, H. Kessler. *Transplant Infectious Disease*, 2006;8:171-176.

“Frequency of transmission of VRE between environmental and patient skin sites via healthcare worker hands.” **A. Duckro**, D. Blom, E. Lyle, I. Ahmad, R. Weinstein, M. Hayden. Poster presentation, SHEA conference, April, 2003. *Archives of Internal Medicine*, 2005;165:302-307.

“Deaths from blastomycosis: A case series and review of the epidemiology of blastomycosis in Illinois.” **A. Duckro**, L. Proia, G. Huhn, J. Semel, M. Dworkin. Awarded “winning abstract” from Chicago Area ID Society, June 2004. *Clinical Infectious Diseases*, 2005;41(12).

“Shortening the time to appropriate antibiotic therapy.” **A. Duckro**, D. Harnisch, M. Patri, C. Zawitz. Awarded “winning abstract” from Chicago Area ID Society, June 2004.

PERSONAL

Foreign languages (fluent in French), domestic and international travel, hiking/backpacking (climbed Mt. Kilimanjaro August, 2021), marathon running (8), swimming, triathlons, spending time with family, violin.

REFERENCES

Available upon request