



Tomorrow's Doctors, Tomorrow's Cures®

Minority Faculty Career Development Seminar

Jointly sponsored by the Association of American Medical Colleges and Harvard Medical School,
Department of Continuing Education

September 9 – 11, 2006
The Biltmore Millennium
Los Angeles, California

Association of
American Medical Colleges

Agenda

Saturday, September 9

11:00 am – 6:00 pm Registration Open

1:00 – 1:15 pm **Welcome and Introductions**

Speakers:

Charles Terrell, EdD

Vice President, Division of Diversity Policy and Programs
Association of American Medical Colleges

Lily May Johnson, MS

Manager, Division of Diversity Policy and Programs
Association of American Medical Colleges

Laura Castillo-Page, PhD

Director of Research, Division of Diversity Policy and Programs
Association of American Medical Colleges

1:15 – 2:15 pm **General Session I**
Being Faculty in the 21st Century

Speaker:

Vincent Rowe, MD, FACS

Assistant Professor of Surgery
Division of Vascular Surgery
Keck School of Medicine
University of Southern California

This presentation sets the stage for the entire meeting. The speaker will provide a broad overview about academic medicine and what is involved in being a faculty member in an academic medical center. The speaker will focus on the challenges minority faculty face and offer suggestions for overcoming these barriers/challenges. Special attention will be given to the changing environment (health care delivery and financing) and implications for faculty development.

2:15 – 2:30 pm Break

Saturday, September 9 (con't)

2:30 – 4:30 pm

General Session II Developing an Individual Academic Plan (IAP)

Speaker:

Michaela Kiernan, PhD
Senior Research Scientist
Stanford Prevention Research Center (SPRC)
Stanford University School of Medicine

This session will help participants to think through the important responsibilities they have as faculty members and to set goals. Consequently, the focus of the workshop will be on assisting participants in identifying and prioritizing their career development goals, including establishing a research niche, writing first-author and coauthor manuscripts, improving research skills, conducting ongoing projects, obtaining grant funding, and presenting at national conferences.

4:45 – 6:15 pm

Workshop A: Demystifying the Promotion Process

Speaker:

Laura Schweitzer, PhD
Vice President for Academic Affairs,
SUNY Upstate Medical University
Vice Provost/Health Liaison,
Syracuse University

Promotion and tenure requirements, policies, and review practices often seem cloaked in secrecy. This workshop will assist participants in taking an active role in preparing for promotion review. Participants will learn how to uncover the criteria and evaluation procedures at their institutions, and how to prepare materials for submission that specifically address the criteria. They will have an opportunity to examine their own *curricula vitae* (CV) from the perspective of a promotions committee. If possible, review and bring a copy of your institution's promotion and tenure guidelines; be ready to discuss anticipated challenges. In addition, bring an updated copy of your CV.

6:15 pm

Dinner on your own

Sunday, September 10

7:30 am – 5:00 pm Registration Open

8:00 – 9:00 am Continental Breakfast

9:00 am – 12:00 pm **Workshop B:
Mentoring: Finding a Mentor, Being a Mentor, Developing
Professional Networks, and Collaborative Support**

Speaker:

Carol J. Scott, MD, MEd, FACEP
Emergency Physician
The Corporate Doctor

The right mentor can help advance an academic career. However, if you do not have a mentor, finding one and developing that special relationship can seem impossible. The challenges are especially great for minority faculty. This workshop will explore the issues related to mentoring and to being mentored. It will also focus on issues of networking concerns and building professional relationships.

12:00 – 2:00 pm Luncheon and Break

2:00 – 4:00 pm **General Session III
Developing Your Negotiating Skills**

Speaker:

Sue Padernacht
Performance Improvement and Development Consulting
Lecturer, University of California Irvine, Paul Merage School of Business
Adjunct Professor, Loyola Marymount University, College of Business
Administration

Leaders in academic medicine must be effective negotiators to achieve their goals. A variety of simulation exercises will be used to give participants an opportunity to assess, improve, and use their skills to succeed in an academic environment.

4:00 – 4:15 pm Break

Sunday, September 10 (con't)

4:15 – 6:00 pm

**Workshop C:
Diversity in Academic Medicine: Working to Assure
Culturally Appropriate Care**

Speaker:

Jeannette E. South-Paul, MD

Andrew W. Mathieson Professor and Chair
Department of Family Medicine
University of Pittsburgh School of Medicine

Despite nearly two decades of efforts to increase minority representation in medicine, many minorities remain critically underrepresented at every level of medicine. Changes in affirmative action policies have significantly slowed the modest improvements in diversity that was achieved in recent years. The nation's rapidly changing demographics, and the well-documented preference of people to receive care from like-ethnic providers, mandate renewed efforts to increase the numbers of minorities in medicine. In addition, non-minority providers who are likely to care for minority and disadvantaged populations require education regarding the delivery of culturally competent care. Academic health centers are challenged to meet the following goals:

- Facilitate the recruitment and education of underrepresented minority practitioners,
- Publicly advocate for improved primary and advanced education of minority populations,
- Promote the advancement of underrepresented minority faculty,
- Partner with private and community organizations to meet the health care needs of vulnerable populations, and
- Mandate cultural competence in undergraduate medical education, residency training, and continuing medical education.

Objectives:

- Review the demographic changes in the country and in medical education.
- Discuss programs most successful in recruiting students underrepresented in medicine.
- Describe strategies that advance minority faculty.
- Understand the importance of cultural competence in academic medicine.

6:00 – 6:30 pm

Break

Sunday, September 10 (con't)

6:30 – 9:00 pm **Reception**
Local medical school deans and faculty (invited)

Dinner
“Maintaining Personal Balance”

Speaker:

Joan Y. Reede, MD, MPH, MS
Dean for Diversity and Community Partnership
Harvard Medical School

Monday, September 11

7:00 am – 1:00 pm Registration Opens

7:30 – 9:00 am Continental Breakfast

9:00 – 11:00 am **Workshop D:**
Clinical Investigation: Formula for a Successful Career

Speaker:

Michael A. Rodríguez, MD, MPH
Associate Professor and Vice Chair for Research
UCLA Department of Family Medicine

Having a successful career in clinical investigation depends upon finding a mentor, getting the best training and education possible, and excavating funding dollars. Learn how to cultivate the elements you need to succeed in this session intended to help attendees maximize their opportunities for a successful career in clinical investigation.

11:00 – 11:30 am Break and Hotel Check-Out

Monday, September 11 (con't)

11:30 am – 1:15 pm **General Session IV**
Foundations: Funding Opportunities and Priorities

Speakers:

Alonzo L. Plough, PhD, MPH
Vice President, Program, Planning and Evaluation
The California Endowment

This session will provide participants an opportunity to hear about funding opportunities and priorities from foundations. This will also allow participants to hear from foundations about issues from the perspective of the funder.

1:30 – 2:30 pm **Closing Lunch**

Speaker:

Charles Terrell, EdD
Vice President,
Division of Diversity Policy and Programs
Association of American Medical Colleges