January 22 – 23, 2015
AAMC Learning Center

Group on Diversity and Inclusion (GDI) Steering Committee Members

Leon McDougle, M.D., M.P.H., GDI Chair
Joan Reede, M.D., MPH, MS, MBA, GDI Chair Elect
Juan Amador, GDI Group Program Leader (GPL)
David Acosta, M.D., F.A.A.F.P., GDI Past Chair
Kevin J. Watts, M.D., Central Region Representative
David McKnight, M.D., Northeast Region Representative
Edward J. Callahan, Ph.D., Western Region Representative
Paul R. G. Cunningham, M.D., F.A.C.S., Council of Deans (COD) Liaison to GDI
Darshana Shah, Ph.D., Faculty Affairs Liaison
Colin Stewart, M.D., ORR Issue-based Representative
Wanda D. Lipscomb, Ph.D., GSA Committee on Diversity Affairs Chair, Liaison to GDI

Unable to attend
John Davis, M.D., Ph.D., LGBT Issue-based Representative

AAMC Staff
Angela R. Moses, Sr. Program Specialist
Jessica Vaughan, Administrative Associate
Thursday, January 22, 2015

Breakfast at the AAMC with Pivio
Angelique Johnson, Director of Operations, Pivio and Melanie Jones, Business Development Manager gave an introduction of Pivio and a demonstration of the system. Pivio was developed by the National Board of Medical Examiners (NBME) and the AAMC. Currently, the cost for medical students is $100 and residents is $125 per year. Faculty would be priced in bulk but the system is not ready for faculty use. The system is not mobile capable. The system will be interfaced with Electronic Residency Application System (ERAS) in the next few months.

The GDI Steering Committee shared that many URM’s may not know what additional task they need to add to the “my-check-list” area. Also, the future roadmap for Pivio should include Canadian medical schools. Ms. Johnson suggested follow-up with David McKnight for more information. Mobility should be a goal.

Resource:
Visit and explore Pivio Website
Upcoming webinars

GDI Steering Committee Strategic Action Plan
Leon McDougle, M.D., M.P.H., Joan Reede, M.D., M.P.H., MS, MBA, and Juan Amador, CAE, presented on the status of the Group on Diversity and Inclusion (GDI) Initiatives, Projects, and Collaborations.
The group has taken two steps toward establishing the GDI strategic plan for the next five years.
1. The group participated in a strategic plan review process.
2. The group presented questions at the 2014 Learn Serve Lead Annual Meeting, GDI Business Meeting.

Comments from the committee:
- Is it possible to find information about the dean’s meeting agenda? (Action)
- Be proactive about keeping faculty issues on initiatives, projects and collaboration list (Action)

AAMC Graduate Medical Education (GME) Strategy
Drs. Maryellen Gusic, Chief Medical Education Officer, Janis M. Orlowski, Chief Health Care Officer, Diana Bourke, Chief Information Officer, Henry Sondheimer, Sr. Director, Medical Education Projects, and Ms. Renee Overton, Sr. Director, Electronic Residency Application Service. The group discussed the AAMC plans to enact and implement plans to the optimizing GME work. (Coordinating and alignment)
Maryellen and Janis are co-leading this efforts.
  - There will be three focus area with seven (7) priorities
  - Each priorities will have a 5 – 6 member committee
  - Each committee will have objectives
  - 12 – 18 month project plan
  - Will have a visual dashboard
  - Will have public reactor panels – help with actions and plans
  - Webinars coming on February 5 – 10

The GDI request to:
  - Share the plan (Action)
  - Invite Janis/Maryellen to GDI and GFA meeting (Action)

The Holistic Review Team will have a one-day meeting with program director leaders to focus on moving the GME agenda forward. (David Acosta attending)

ERAS would like to lead programs and assist in leading ERAS into the future as a tool to really getting the information needed to make the appropriate decisions. This year ERAS launched a web-based application and have a small amount of access to the data. This is not AAMC data.

The AAMC is creating a database of all data. This will help the AAMC make our data accessible and more valuable. We will have a clear and concise understanding of the data.

**AAMC Data Collection and Research**

Drs. Henry Sondheimer, Sr. Director, Medical Education Projects, Hershel Alexander, Director, Data Operations and Services, Marie Caulfield, Manager, Data Operations and Services, Michael Dill, MPAP, Senior Data Analyst, Tiffani St.Cloud, C.P.C., Director, Educational Initiatives

Dr. Sondheimer spoke about the revision of the AAMC Surveys. The group requested a copy of presentation slides (Action)
  - Pre-Matriculating Questionnaire (PMQ) – Administered after MCAT
  - Matriculating Student Questionnaire (MSQ) – 1st year student questionnaire sharing thoughts on experiences, future interest, debts and financing
  - Year Two Questionnaire (Y2Q) – Quality of life (Sexual orientation questions added)
  - Graduations Questionnaire (GQ) – graduating students questionnaire sharing information on clinical training effectiveness, specialty, career plans, financial aid and student wellness

Dr. Alexander reviews information available on Faculty.
  - AAMC Faculty Roster Collections – collects fulltime data collection of data, demographics, retention, promotion, alumni
  - Faculty Forward – faculty satisfaction survey
    - Staff satisfaction survey lead by AAMC staff Valerie Dandar
GDI Elections and Call for Nominations
David A. Acosta, M.D., FAAFP, Past GDI Chair and Juan Amador, CAE, Director, Group Program Leader discussed the 2015 election year for GDI. Dr. Acosta is the past chair and will manage this process. The committee will consist of Cynthia Boyd, Maria Soto-Greene and Leon McDougle. Juan Amador will send nomination packets out and only GDI Designated member can vote. (Action)

Regional representatives are responsible for contacting and informing members of their region and share election information, their experience, and communicate the need to get involved. The elections are scheduled for July and administered electronically.

- We will provide four regional directories to the current regional representatives (Actions)
- In the list of requirements for new representatives, we should add the GDI Initiatives, projects, collaborations. (Action)
- Should the GDI consider Canadian representatives – Group Program Leader must consult the GDI Rules and Regulations and consult with AAMC Leadership. (Action)

Organization of Resident Representatives (ORR) and Council of Faculty and Academic Societies (CFAS)
Eric Weissman, Sr. Director, Faculty and Academic Societies Engagement discussed the CFAS mission. The CFAS group was established in 2013 and serves as an engagement group between AAMC medical school faculty. (Transformation from the Council of Academic Society CAS in 2013)

The group is comprised of:
- Two – medical school designation – 1 junior and 1 senior faculty member
- Two – society designation – 1 junior and 1 senior faculty member

Topics that CFAS are discussing now are GME, NIH funding and policies, faculty reliance, and defining the definition of faculty. The GDI is interested in the definition of faculty discussion. CFAS/GDI/ORR will meet jointly March 2016.

AAMC Mid-Career Minority Faculty Career Development Seminar Pilot
Juan Amador, CAE, Director and Program Leader, Norma Poll Hunter, Ph.D., Sr. Director, Human Capital and Tai Conley, Sr. Program Specialist, Faculty and Education

In July 2014, a consultant led a discussion with members on what a pilot mid-career faculty development seminar should look like. The purpose of the program is how to engage faculty at a critical point in their careers to support leadership and growth. The program will be a blended learning model including seminars, webinars, and coaching sessions. The pilot will launch at the Minority Faculty Meeting (MinFac) in Atlanta, GA in September 2015. Juan Amador requested that the July Steering Committee Meeting be moved to Atlanta to coincide with the MinFac meeting.
Recommendation:
Speak with AAMC Staff, Ann Steinke, Sr. Director, Academic Affairs about her shadowing and engagement program (Action)

GDI Member Communication and Engagement
Drs. Kevin Watt, Central Region Representative, David McKnight, Northeast Region Representative, Edward Callahan, Western Region Representative and Mr. Mekbib Gemeda, Southern Region Representative updated the group on our engagement efforts.

Mr. Gemeda updated the group on the communication and engagement efforts of the regional representatives. The four regional representative recommend moving forward with:

- Regional conference calls to address justification for attending the GDI/GFA National Meeting in June, encourage submissions for the meeting and inform region about plans for the strategic planning guide – the committee suggested the calls take place right after the call for proposal is released in early February.
- Create a webinar as a pre-conference activity the strategic plan

The committees suggested that we look at the GDI and GSA overlap because of the back to back GSA and GDI meeting.

GDI Strategic Action Plan Work Session
Leon McDougle, M.D., M.P.H., Joan Reede, M.D., M.P.H., MS, MBA, and Juan Amador, CAE discussed plans that can help members meet their strategic goals.

- Supporting diversity and inclusion in faculty
- Develop a toolkit for recruitment and retention of minority faculty
- Access to faculty roster, Y2Q questions data
- Identify GDI data needs and define a comprehensive data set
- Integrate issues unique to underrepresented groups in medicine and biomedical sciences
- Check in with the Group on Faculty Affairs (GFA) New Member Toolkit
Friday, January 23, 2015

GDI/GFA Program Planning Committee Report
Joan Reede, M.D., M.P.H., MS, MBA, GDI Chair Elect and Maureen Connelly, M.D., GFA Chair Elect updated the committee on the progress in planning the GDI/GFA Professional Development Conference. The meeting is planned for June 25 – 28, 2015. A joint working group has been established to develop the content for the meeting. The meeting will be hosted by the four medical schools located in Puerto Rico. They are Caribe School of Medicine, Ponce School of Medicine, Puerto Rico School of Medicine and San Juan Bautista School of Medicine. The conference theme is Together Supporting Today’s and Tomorrow’s Faculty. The meeting will include pre-conference activities.

What Should a Diversity and Inclusion Scorecard Look Like?
Dr. Laura Castillo-Page, Ph.D., AAMC Sr. Director and Sarah Conrad, M.S., AAMC Lead Research Analyst shared plans to create a culture and climate assessment and a Diversity 3.0 Scorecard. The Diversity and Inclusion (D & I) Culture and Climate Toolkit is a pilot partnership between the AAMC and the APLU with funding from the California Wellness Foundation. The intention is to provide senior leaders with a variety of resources to enhance their climate and culture strategic planning to increase diversity in medical and health professions pipeline, education, and workforce. The D & I Culture and Climate Toolkit will include a) a Climate and Culture Pre-Assessment Rubric guided by the AAMC’s Diversity 3.0 Framework and b) a Climate and Culture Scorecard that will allow institutional leaders to synthesize the data collected from the rubric via an easy to use dashboard.

Diversity and Inclusion Scholarship
Dr. Joan Reede reviewed the call for Diversity and Inclusion in Faculty for *Academic Medicine*. This call was released, received, reviewed and managed by the GDI. Accepted articles were given feedback and submitted to *Academic Medicine* by the individual institutions. Ten final submissions were made to academic medicine – one was accepted.

Upcoming Meetings:
GDI/GFA Professional Development Conference
June 25 – 28, 2015, San Juan, PR

Learn Serve Lead 2015: The AAMC Annual Meeting
November 6 – 10, 2015, Baltimore, MD

CFAS, GDI and ORR Collaboration
March 3 – 6, 2016, Salt Lake City, UT

Prepared and submitted by,

Angela R. Moses
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January 30, 2015