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CFAS Business Meeting

April 5, 2019

Scott D. Gitlin, MD
Chair, CFAS



Association of
American Medical Colleges

Welcome to All CFAS Attendees!

More than 130 people are attending this meeting, including an array of CFAS reps, speakers, AAMC staff, and guests

Of CFAS reps, approximately 55 percent are senior reps, and 45 percent are junior reps.

Near split between society reps and school reps in registration



Council of Faculty and Academic Societies
2019 Spring Meeting

CFAS Administrative Board, 2019



Scott D. Gitlin, MD, Chair



Gabriela Popescu, PhD, Chair-Elect



Vincent D. Pellegrini, MD, Immediate Past Chair



Mona Abaza, MD



Nita Ahuja, MD



Steven Angus, MD



Arthur Derse, MD, JD



Vera Donnenberg, PhD



Alan W. Dow, III, MD



Richard L. Eckert, PhD



Robin McGoey, MD



Carolyn Meltzer, MD



Elza Mylona, PhD (Ex-Officio GFA Chair-elect)



VJ Periyakoil, MD



Catherine Pipas, MD

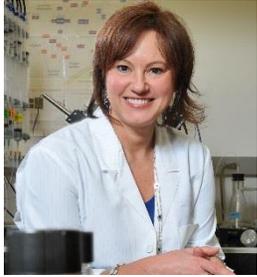


J. David Warren, PhD



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2019 Spring Meeting

Thank You, Committee Chairs!



Gabriela Popescu, PhD, Program Committee Chair



Vincent Pellegrini, MD, Nominating and Engagement Committee Chair



Richard Eckert, PhD, Basic Science Committee Chair



Alan Dow, MD, Communications Committee Interim Co-Chair



J. David Warren, PhD, Communications Committee Interim Co-Chair



VJ Periyakoil, MD, Diversity Committee Chair



Carolyn Meltzer, MD, Evaluation Committee Chair



Stewart Babbott, MD, Mission Alignment and Impact of Faculty Educators Committee Chair



Mona Abaza, MD, Faculty Resilience Committee Chair



Arthur Derse, MD, JD, Advocacy Committee Interim Chair



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CFAS Representative Membership Report

2019 CFAS MEMBER STATS

Society reps	123	Senior reps	182
		Junior reps	168
		Chair or vice chairs	87 (30% women)
School reps	227		
Total reps	350 (50% women)		



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Thank You, Program Committee Members!



Chair,
Gabriela Popescu,
PhD



Scott D. Gitlin,
MD, CFAS Chair



Nita Ahuja, MD



Steven Angus,
MD



Lisa Bellini, MD



Richard Eckert,
PhD



Shirley Eisner,
PhD



Evelyn Granieri,
PhD, MPH



Mark Jordan,
MD



Robin McGoey,
MD, MS



Carolyn Meltzer,
MD



Dixon Santana,
MD



Lumy Sawaki
Adams, MD, PhD



Laura Shaffer,
PhD



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Update from the Chief Scientific Officer



**Ross McKinney,
MD**



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Maintaining the Public Trust

Challenging times

- Anti-vaxxers
- Climate change deniers
- General sense that science is done to meet a specific political-economic agenda

How to restore the public trust?

- Simple steps: Stop hyping results
 - Improve reproducibility
 - Distinguish fact and opinion



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Maintaining the Public Trust

Recognize and avoid affirmation biases

Recall that correlation \neq causality

- and p values $<.05 \neq$ truth

Be transparent in research design and analysis

Involve the community more broadly in appropriate research questions (community engagement is not a panacea)

Research misconduct cases have not helped



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Conflicts of Interest

- Multiple levels of concern
 - Bias in Research and its effect on reproducibility
 - Attribution of bias
 - Fiduciary interests at upper management levels
 - Sale of data

Affects Clinical, Research, Teaching, Procurement



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Research Conflicts of Interest

A primary duty or obligation may be unduly affected by a secondary interest, often (but not always) financial

Classic example: Start-up company with one product

- Data interpretation may not be unbiased
- Bad outcome might lead to job losses, collapse of the company

Management: strict enforcement of the scientific method



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Attribution of bias

When the outcome is unexpected, viewer and readers may suspect bias related to COI

Classic example: physician implanted a metal-on-metal hip in a patient

- Outcome is bad, with severe chronic local inflammation requiring re-replacement of the joint
- Malpractice attorney sees that the surgeon had a financial relationship with manufacturer of the metal-on-metal hip
- Attribution that the choice of joint was made on the basis of payment or *quid pro quo*, not patient's best interest



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Fiduciary Interests

When a senior leader of the health system or school of medicine is a member of a corporate board

- Payments are typically \$250,000 or more plus stock
- Can the executive maintain two independent fiduciary interests where she/he is support the best interests of both the school and the company?
- What do faculty and staff think about the payments and dueling obligations?



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Sale of Clinical Data

Many health systems have sold or licensed clinical data and specimens

Important for training machine learning systems (AI, neural networks)

The data is typically de-identified, but what obligations to patients does a system have? Especially for genetic information that may be re-identifiable?

How will patients feel when they learn their data has been sold?

Regulations are currently in flux



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Consent

Informed consent

- Broad Consent in the updated Common Rule
 - Requires institutions to track who says “no”
- Old rules about de-identified data
 - Re-identification has become easier
- Attachment to clinical consent
 - Either requires tracking or if no opt-out, coercive
- What about cluster randomized trials and those within standard of care? Do we over-do consent?



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What Has CFAS Been Doing?



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A New Breakout Approach

In an effort to keep CFAS reps working together, there will be fewer concurrent breakouts – and more workshops and shorter presentations to reflect variety of perspectives

WORKSHOP SESSIONS (in two concurrent groups):

Community engagement

Global health

Diversity and inclusion

Research training



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New Meeting Features

“Spark” style sessions

Workshops

Well-being breaks

More networking opportunities including longer breaks

...all from your feedback through past evaluations



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2020 COD/COTH/CFAS Co-located Spring Meeting: March 12-15 in San Diego



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2019 Spring Meeting

AAMC Leadership: July 2019



David J. Skorton, MD
Next AAMC President and CEO

**CFAS was represented on
the Search Committee.**

**More details in
Leadership Plenary this
afternoon.**



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Societies Consortium on Sexual Harassment in STEMM

AAMC NEWS

PRESS RELEASES



Friday, February 15, 2019

Leading Science, Education, and Medical Organizations Announce New Initiative: Societies Consortium on Sexual Harassment in STEMM

Leading academic and professional societies have announced their launch of the Societies Consortium on Sexual Harassment in STEMM (science, technology, engineering, mathematics, and medicine) to advance professional and ethical conduct, climate, and culture across their respective fields.

AAMC is a sponsor

~100 participating societies in all STEMM disciplines – including several CFAS-member biomedical-focused societies

Goal: to provide impactful resources and guidance to address sexual harassment in the member societies and more broadly within the fields they represent



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Society Sign-on Letters

Through CFAS, the AAMC has distributed several advocacy sign-on letters that bring societies together to have a unified voice on important issues that affect academic medicine broadly. In 2019 alone, sign-on letters have been sent on topics including:

- FY 2020 VA Research Program Funding
- Ad Hoc Group for Medical Research's FY2020 NIH Funding Recommendation Endorsement
- NDD United letter advocating increase in FY2020-21 budget caps
- Health Professions and Nursing Education Coalition (HPNEC) brochure
- GME funding to create new slots

Half of all CFAS Societies have signed onto these letters



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2019 AAMC Leadership Forum

- Theme will be **gender equity**
- AAMC Board of Directors has been engaged in this topic and requested all AAMC affinity groups to create programming –
- **CFAS has been ahead of the curve, as our 2019 spring meeting demonstrates**



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Update – Definition of Faculty Paper

Two papers in the works from CFAS-related activity –

One from the Faculty as Educators Working Group (led by Lisa Bellini)

One from the Definition of Faculty project started by former CFAS Chair Rosemarie Fisher, and contributed to by many people here



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Other CFAS-Related Papers

Various CFAS projects and meeting sessions are being adapted into peer-review publications in process.

- Paper on Academic Health Center Governance (ePub)
- Paper on the 4th Year of Med School (under review)
- “Creating a Value Proposition for Teaching” (being edited)



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Improving CFAS Committee Structure

- Creating standards for committee creation, maintenance, and sunseting
- Committee chair terms and succession models defined
- Committee membership standards defined
- Standardizing committee reports and accountability
- Improving transparency of committees



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CFAS Nominating and Engagement Committee Update

April 5, 2019

Vincent D. Pellegrini Jr., MD
Immediate Past Chair, CFAS
Nominating and Engagement Committee Chair

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Nominating Committee Update

What Does the Nominating & Engagement Committee Do?

- Reviews and approves prospective new CFAS member societies
- Addresses issues related to CFAS rep qualifications and service
- Manages annual call for nominees & selection of Nom Com members
- Manages annual call for nominees & selection of new CFAS Ad Bd members
- Selects a new CFAS Chair-Elect every other year for two-year term

Responsible for the vitality and annual renewal of CFAS!



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Who Can Serve on the Nominating Committee?

2018 Focus on Committee Structure and Standards

Emphasis on transparency and integrity of selection processes

- Membership fixed at 9, including the chair, the CFAS Immediate Past Chair
- Chair serves a 2-year term, non-renewable
- 8 regular members serve a 3-year term, renewable once after one year off
- No more than 3 current Ad Board members (plus chair)
- Come **ready to work** – selection processes are rigorous and time consuming

The goal: Stay fresh and renew regularly.

Our structure ensures new faces and perspectives on the committee.

Our



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Who Can Serve on the Administrative Board?

- Any CFAS rep in good standing can serve.
- **Selection criteria** – we strongly consider **active engagement** with CFAS; e.g., service on another committee, regular meeting attendance, and participation in CFAS programming. **Ad Board not a “starter position”**
- **Diversity** of all types is important, including professional diversity; i.e., clinicians, basic scientists, medical educators, chairs, junior faculty, etc.
- Must be willing to **commit time and effort** to the work of the Board
- In this past cycle, **9 nominees** (6 “repeat”) were considered for **4 potential ad board seats**, and **4 nominees** were considered for the **chair-elect position**.



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Thank you, Nominating and Engagement Committee!



Vincent D. Pellegrini, MD,
Chair, Medical University
of South Carolina



Nita Ahuja, MD, Yale
School of Medicine



James Burris, MD,
American College of
Clinical Pharmacology



Rich Eckert, PhD,
University of Maryland
School of Medicine



Leslie Ellis, MD,
Wake Forest School
of Medicine



Evelyn Granieri, MD, Columbia
University Vagelos College of
Medicine and New York Presbyterian



Barbara Jobst, MD,
Geisel School of Medicine
at Dartmouth



VJ Periyakoil, MD,
Stanford University
School of Medicine



Lumy Sawaki Adams, MD,
PhD, University of Kentucky
College of Medicine



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Current Ad Board (through November 2019)



Scott D. Gitlin, MD, Chair



Gabriela Popescu, PhD, Chair-Elect



Vincent D. Pellegrini, MD, Immediate Past Chair



Mona Abaza, MD



Nita Ahuja, MD



Steven Angus, MD



Arthur Derse, MD, JD



Vera Donnenberg, PhD



Alan W. Dow, III, MD



Richard L. Eckert, PhD



Robin McGoey, MD



Carolyn Meltzer, MD



Elza Mylona, PhD (Ex-Officio GFA Chair-elect)



VJ Periyakoil, MD



Catherine Pipas, MD



J. David Warren, PhD



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Proposed Ad Board Succession, November 2019

Reappointments:



**Alan W. Dow III,
MD**



**Richard L. Eckert,
PhD**

Terms ending:



**Robin McGoey,
MD**



**Carolyn
Meltzer, MD**

New appointments:



**Lumy Sawaki
Adams, MD**



**Stewart Babbott,
MD**



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Proposed CFAS Ad Board Leadership, November 2019



**Gabriela Popescu, PhD,
Chair**



**Aviad "Adi"
Haramati, PhD,
Chair-elect**



**Scott Gitlin, MD,
Immediate Past
Chair**



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**Proposed CFAS Ad Board Slate, November 2019



**Aviad "Adi"
Haramati, PhD,
Chair-elect**

Reappointments:



**Alan W.
Dow III, MD**



**Richard L.
Eckert, PhD**

New appointments:



**Lumy
Sawaki- Adams, MD**



**Stewart
Babbott, MD**

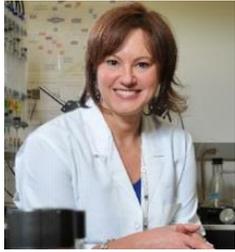
Your New Ad Board:

8 M, 7 F 9 Society, 6 School
10 MD, 5 PhD 9 Senior, 6 Junior



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Proposed CFAS Administrative Board, Nov. 2019



**Gabriela Popescu, PhD,
Chair**



**Aviad "Adi" Haramati, PhD,
Chair-elect**



**Scott D. Gitlin,
MD, Immediate
Past Chair**



**Mona Abaza,
MD**



**Nita Ahuja,
MD**



**Steven Angus,
MD**



**Stewart
Babbott, MD**



**Arthur
Derse, MD,
JD**



**Vera
Donnenberg,
PhD**



**Alan W. Dow, III,
MD**



**Richard L. Eckert,
PhD**



**Elza Mylona, PhD
(Ex-Officio
GFA Chair-elect)**



**VJ Periyakoil,
MD**



**Catherine
Pipas, MD**



**Lumy Sawaki
Adams, MD**



**J. David
Warren, PhD**



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Next Order of Business for Nominating Committee

Refresh Nom Com membership; Nominations open for term 2019-2022

Consider new society member (ACR) for CFAS membership

November 2019: Call for nominees CFAS Ad Board member rotation

Other ?



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Committee Updates

Advocacy Committee

Arthur Derse, MD, JD, interim chair



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2019 Spring Meeting

Committee Updates

Basic Science Committee

Rich Eckert, PhD, chair



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2019 Spring Meeting

Committee Updates

Communication Committee,

Alan Dow, MD and David Warren, PhD, interim co-chairs



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2019 Spring Meeting

Committee Updates

Diversity Committee

VJ Periyakoil, MD, chair



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CFAS Diversity Resource on AAMC.org

CFAS Diversity and Inclusion Toolkit

Resources:

These resources are meant to aid diverse academic medicine professionals in their career development and raise awareness of the issues of diversity in academic medicine. Please send any materials you think would be appropriate for these webpages to Alex Bolt at abolt@aamc.org.

Diversity Efforts at Medical Schools

- Albert Einstein College of Medicine
- Duke University School of Medicine
- Emory University School of Medicine
- Northwestern Medicine Feinberg School of Medicine
- Penn State College of Medicine
- Stanford Medicine School of Medicine
- UAB School of Medicine
- University of Colorado School of Medicine
- University of Maryland School of Medicine
- UT Southwestern Medical Center
- Weill Cornell Medicine
- Yale School of Medicine

Professional Organizations



Professional organizations for people of diverse backgrounds.

Websites and Reports



Websites and reports on diversity in academic medicine.

More Websites



More **web-based resources** on diversity in academic medicine.



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Committee Updates

Evaluation Committee

Carolyn Meltzer, MD, chair



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Committee Updates

Mission Alignment of Faculty as Educators

Stewart Babbott, MD, chair



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2019 Spring Meeting

Committee Updates

Faculty Resilience Committee

Mona Abaza, MD, chair



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Committee Updates

Program Committee

Gabriela Popescu, PhD, chair



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New Activities



Council of Faculty and Academic Societies
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CFAS Society Summit



AAMC Washington Headquarters

Save the Date!

June 3, 2019

8 a.m. – 2 p.m.

**655 K Street NW, Washington, DC
20001**

Goal: Convene executives of AAMC-member societies along with AAMC leaders to create and reinforce a stronger connection between the association and its member societies.

Encourage your leadership to attend!



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AAMC Faculty Salary Equity Project:

Overall Objective: This project aims to encourage medical schools to **undertake their own salary equity projects** by providing them with **new AAMC data, tools, and community promising practices** to facilitate their success.

Overall project goals:

- 1) Understand current state of medical school faculty compensation by gender
- 2) Identify promising practices within the academic medicine community to help facilitate and advance salary equity studies at the local level

Several CFAS reps were consulted for input through this project.



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Salary Equity Project – Three Project Deliverables (mid-April 2019)

Faculty Salary Equity Tool (FSET): Dynamic Excel-based report of national total compensation trends by gender, department, rank, degree, private/public institutions over the past 5 years; includes aggregate national data for use in studies

- Goal is to assist schools in understanding their own compensation in the context of national trends
- Emailed directly to Deans and PBOs

Promising Practices Publication: School profiles of institutions that have conducted salary studies, identified financial strategies to address inequities, and communicated this effort to faculty as a joint, and on-going, effort across the dean's office

- Will also include a national analysis of the data across the past 5 years

Online Toolkit of resources: to support schools in launching local salary studies, reporting on results, and sustaining a salary equity initiative



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AAMC National Invitational Workshop to Advance Medical Education to Combat Opioid Misuse: Working Together Across the Continuum*



May 9-10, 2019
National Harbor, MD

Purpose: to bring together teams of leaders from medical schools and teaching hospitals to advance educational content related acute and chronic pain management and substance use disorders (including prevention, screening, intervention, treatment, and long-term recovery) within undergraduate, graduate, and continuing medical education. For more details: www.aamc.org/opoids.

Email Lisa Howley at lhowley@aamc.org for information on attending, *which may be largely supported by the AAMC.*



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Diversity-themed Tweet Chat after this Luncheon!

Join your fellow CFAS reps on Twitter for a virtual conversation on diversity and inclusion during the 1:15 p.m. - 1:45 p.m. Networking Break after this luncheon!

Make sure to tweet using **#CFASChat** and **#AAMCCFAS** to find the discussion!



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See a Directory of all CFAS Reps Online

aamc.org/cfas

Council of Faculty and Academic Societies

The Council of Faculty and Academic Societies (CFAS), representing more than 350 faculty representatives appointed by member medical schools and academic societies, is a strong voice for academic faculty within the AAMC's governance and leadership structures.

CFAS members are appointed. [More about CFAS](#)

Spotlight

2019 CFAS Spring Meeting

Do you get CFAS News?

A weekly digest of news and happenings in academic medicine.

[Click here to subscribe >](#)

My AAMC Affinity Groups

Connect with CFAS or access our Member Directory by 1) signing in with your AAMC username and password, and 2) [clicking here](#).



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Conversation Is Ongoing

Join us this afternoon at 5 p.m. for the **CFAS KNOWLEDGE SHARING**

Enjoy a glass of wine, snacks, and conversation about these issues and anything else you want to discuss



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