



Welcome!

Thank you for joining us for today's webinar. The program will begin shortly. You will not hear the audio until we begin.

If you have technical questions, please email aamc@commpartners.com.

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Tomorrow's Doctors, Tomorrow's Cures®

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Group on Faculty Affairs (GFA) Business Meeting, Award Celebration, and Townhall

GFA Steering Committee

Wednesday, July 14, 2021
2:00 – 3:30 PM ET



Association of
American Medical Colleges



GFA Agenda

- Welcome and Remarks
- GFA Steering Committee Updates
- Recognizing Outgoing and Incoming GFA Committee Members
- 2021 GFA Carole J. Bland Phronesis Award Recipient
- GFA Townhall: The Intersectionality of Burnout and the Pandemic (and Effects on Academic Medicine Faculty and Staff)
- Closing



10 PLANS FOR ACTION

No. 1

Strengthen the Medical Education Continuum for Transformed Health Care and Learning Environments

No. 2

Extend the AAMC's Leadership Role in Helping Students Progress Through Their Medical Professional

No. 3

Equip Medical Schools and Teaching Hospitals and Health Systems to Become More Inclusive, Equitable Organizations

No. 4

Increase Significantly the Number of Diverse Medical School Applicants and Matriculants

No. 5

Strengthen the Nation's Commitment to Medical Research and the Research Community

No. 6

Enhance the Skills and Capacity of People in Academic Medicine

No. 7

Improve Access to Health Care for All

No. 8

Advance Knowledge Through the AAMC Research and Action Institute

No. 9

Launch the AAMC as a National Leader in Health Equity and Health Justice

No. 10

Adapt the AAMC to the Changing Needs of Academic Medicine



GFA Needs Assessment



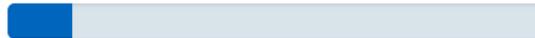
Tomorrow's Doctors, Tomorrow's Cures

The AAMC's Group on Faculty Affairs (GFA) is seeking your feedback! We would like you to complete a brief survey about your experiences in your profession and with the GFA, as well as your learning preferences. We will use the information collected in designing future offerings by the GFA.

Please note that your participation is completely voluntary. Most information you share with the AAMC on this survey is classified as restricted. Restricted data may not be published with individual identification, although de-identified data may be disclosed to external parties with management approval. Any information you choose to share about Gender Identity is classified as Confidential and will not be released outside of the AAMC with individual or institutional identification. Quantitative data will only be reported in aggregate form, and open-ended responses will be de-identified before sharing with those responsible for orchestrating the GFA offerings (e.g., AAMC program staff and steering committee members). A high-level summary of the findings will also be shared with the GFA community at large. This is a brief survey that should take you about 15 minutes to complete.

We ask you please complete the entire survey by **July 8, 2021**. If you have any questions about the survey, please contact AAMC staff who would be able to assist you. AAMC program evaluation staff can be reached at: learningevaluation@aamc.org.

Thank you in advance for your input! By continuing this survey, you acknowledge that you have read the above and you agree to participate.



Next

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Thank you to our 2021 GFA Program Planning Committee

Amanda Termuhlen, MD (Chair)
University of Minnesota Medical School

Kimara Ellefson
Medical College of Wisconsin

Juan Amador, CAE
Association of American Medical Colleges

Jamilah Hackworth, EdD
Cincinnati Children's Hospital
Medical Center

Stephany Aguilar
Association of American Medical Colleges

Joseph Loose, MD, FACS, FAAP
University of Pittsburgh School of Medicine

Jennifer Apps, PhD
Medical College of Wisconsin

Michelle Oliva
Association of American Medical Colleges

Valerie Campana, MBA
Children's Hospital Los Angeles



Recognition of Outgoing Communications Committee Members

Erika T. Brown, PhD

Morehouse School of Medicine

Leigh Patterson, MD, MAEd

The Brody School of Medicine at
East Carolina University

Jennifer Hagen, MD

University of Nevada Reno
School of Medicine

Jessica Womack

Duke University School of Medicine



Recognition of Outgoing Professional Development Committee Members

Christina Runge, PhD, CCC-A (Chair)

Medical College of Wisconsin

Jane Gibson, PhD

University of Central Florida
College of Medicine

Chantal Brazeau, MD

Rutgers New Jersey Medical School

Kathy M. Pipitone, MS

University of Mississippi Medical Center

Emily Freeman, MHSA

University of Arkansas for Medical
Sciences College of Medicine

Elizabeth (Betsey) Ripley, MD, MS, RAC

Virginia Commonwealth University
School of Medicine



Recognition of Outgoing Program Planning Committee Members

Amanda Termuhlen, MD (Chair)

University of Minnesota
Medical School

Valerie Campana, MBA

Children's Hospital Los Angeles

Jennifer Apps, PhD

Medical College of Wisconsin

Jamilah Hackworth, EdD

Cincinnati Children's Hospital
Medical Center



Recognition of Outgoing Research and Scholarship Committee Members

Kimberly Skarupski, PhD, MPH (Chair)

Johns Hopkins University
School of Medicine

Troy Buer, PhD, MS

University of Virginia School of Medicine

Leonie Gordon, MD

Medical University of South Carolina
College of Medicine

Diana L. Gray, MD

Washington University in St. Louis
School of Medicine

Michele Kutzler

Drexel University College of Medicine

Clara Lapiner, MPH

Columbia University Vagelos College



Thank You Outgoing Steering Committee Members

Erika T. Brown, PhD

Morehouse School of Medicine

Diana L. Gray, MD

Washington University in St. Louis
School of Medicine

Jennifer Hagen, MD

University of Nevada Reno
School of Medicine

Kathy M. Pipitone, MS

University of Mississippi Medical Center

Christina (Chris) Runge, PhD, CCC-A

Medical College of Wisconsin

Kimberly (Kim) Skarupski, PhD, MPH

Johns Hopkins University
School of Medicine

Amanda (Mandy) Termuhlen, MD

University of Minnesota Medical School

Welcome New Committee Members



Communications Committee
Jennifer Apps, PhD
Medical College of Wisconsin



Communications Committee
Megan Palmer, PhD
Indiana University School of Medicine



Communications Committee
Narayanan Parameswaran, PhD
Michigan State University
College of Human Medicine



Welcome New Committee Members



**Professional Development
Committee**

Sheila Crow, PhD (Chair)
University of Oklahoma
College of Medicine

**Professional Development
Committee**

Lee Ellen Buenconsejo-Lum, MD
University of Hawaii
School of Medicine

**Professional Development
Committee**

Terri Kurz, PhD
Texas A&M University
College of Medicine

**Professional Development
Committee**

Rania Sanford, EdD, ACC
Stanford University
School of Medicine

Welcome New Committee Members



Program Planning Committee
Kimara Ellefson (Chair)
Medical College of Wisconsin



Program Planning Committee
Stefanie Carter, EdD
Nova Southeastern University Dr. Kiran C.
Patel College of Allopathic Medicine



Program Planning Committee
Annalise Ellis, MHA
Donald and Barbara Zucker
School of Medicine at Hofstra/Northwell

Welcome New Committee Members



Program Planning Committee
Michael Rowland, PhD
University of Kentucky College of Medicine



Program Planning Committee
Beatriz Tapia, MD, MPH, CPH
University of Texas Rio Grande Valley



Program Planning Committee
Shawn Wilson, PhD
Indiana University School of Medicine

Welcome New Committee Members



Research and Scholarship Committee
Guadalupe (Lu) Federico, PhD (Chair)
University of Arizona
College of Medicine

Research and Scholarship Committee
Kim A. Boggess, MD
University of North Carolina at Chapel Hill School of Medicine

Research and Scholarship Committee
Johnson George, MBA, PMP, CAHIMS
McGovern School of Medicine at The University of Texas Health Science Center at Houston

Research and Scholarship Committee
Jessica Servey, MD, MHPE, FAAFP
Uniformed Services University of the Health Sciences



Group on Faculty Affairs Carole J. Bland Phronesis Award



Tomorrow's Doctors, Tomorrow's Cures®



Phronesis (fro-NEE-sis):

Acting for the welfare of others without thought for the self; seeking and enabling heroically the development and success of others.

The GFA Steering Committee established this award in Dr. Bland's honor in recognition of her service to faculty affairs, faculty development, and academic medicine.





Group on Faculty Affairs Carole J. Bland Phronesis Award



Tomorrow's Doctors, Tomorrow's Cures®

Patrick O. Smith, PhD, ABPP

Chief Faculty Affairs Officer
Associate Dean, Faculty Affairs
Professor, Family Medicine
University of Mississippi School of Medicine





Break





GFA Townhall

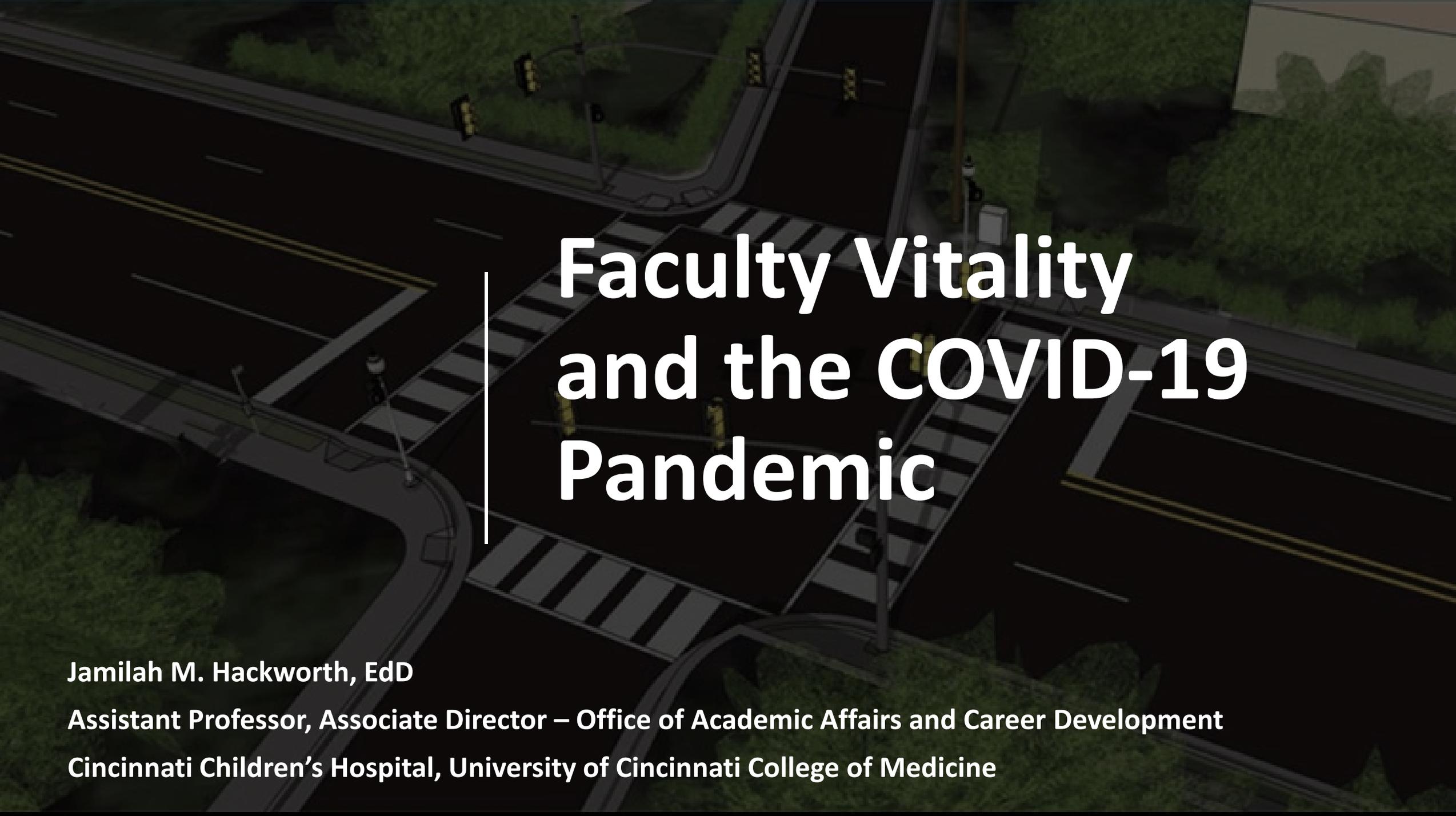
GFA Townhall Moderators



Erika T. Brown, PhD
Morehouse School of Medicine



Susan Rosenthal, PhD, ABPP
Columbia University Vagelos College of
Physicians and Surgeons



Faculty Vitality and the COVID-19 Pandemic

Jamilah M. Hackworth, EdD

**Assistant Professor, Associate Director – Office of Academic Affairs and Career Development
Cincinnati Children's Hospital, University of Cincinnati College of Medicine**

Faculty Concerns: One Year Ago

- Academic productivity
- Health (physical, mental) of oneself, one's family, one's colleagues
- Patient care (Telehealth)
- Working from home and childcare
- Trainees and Research Staff
- Financial impact of the COVID-19 response
- Racism



Interventions: One Year Ago

- RPT extension policy
 - COVID-19 Wellness Weekly with targeted resources and articles
 - Zoom Peer Support Groups
 - Weekly Meditation Mindfulness Sessions
 - Zoom Hall Discussions
 - 55-word stories
 - Peer Support Program
 - Listening to Understand: A Conversation About Racism
-

Faculty Concerns: One Year Later

Childcare

Blurred boundaries between work and personal lives

Feelings of isolation, lack of connection with colleagues

Patient care and stress of the frontline

Working with learners



Interventions: 2.0

- Dissemination of childcare, EAP, emotional wellbeing, and community resources
 - Meeting culture work
 - Series on reestablishing boundaries after pandemic
 - Expanded Peer Support Program
 - Additional supports for women faculty
 - Faculty development programming for virtual best practices (telemedicine, mentoring, interviewing, teaching, networking, managing emails)
-



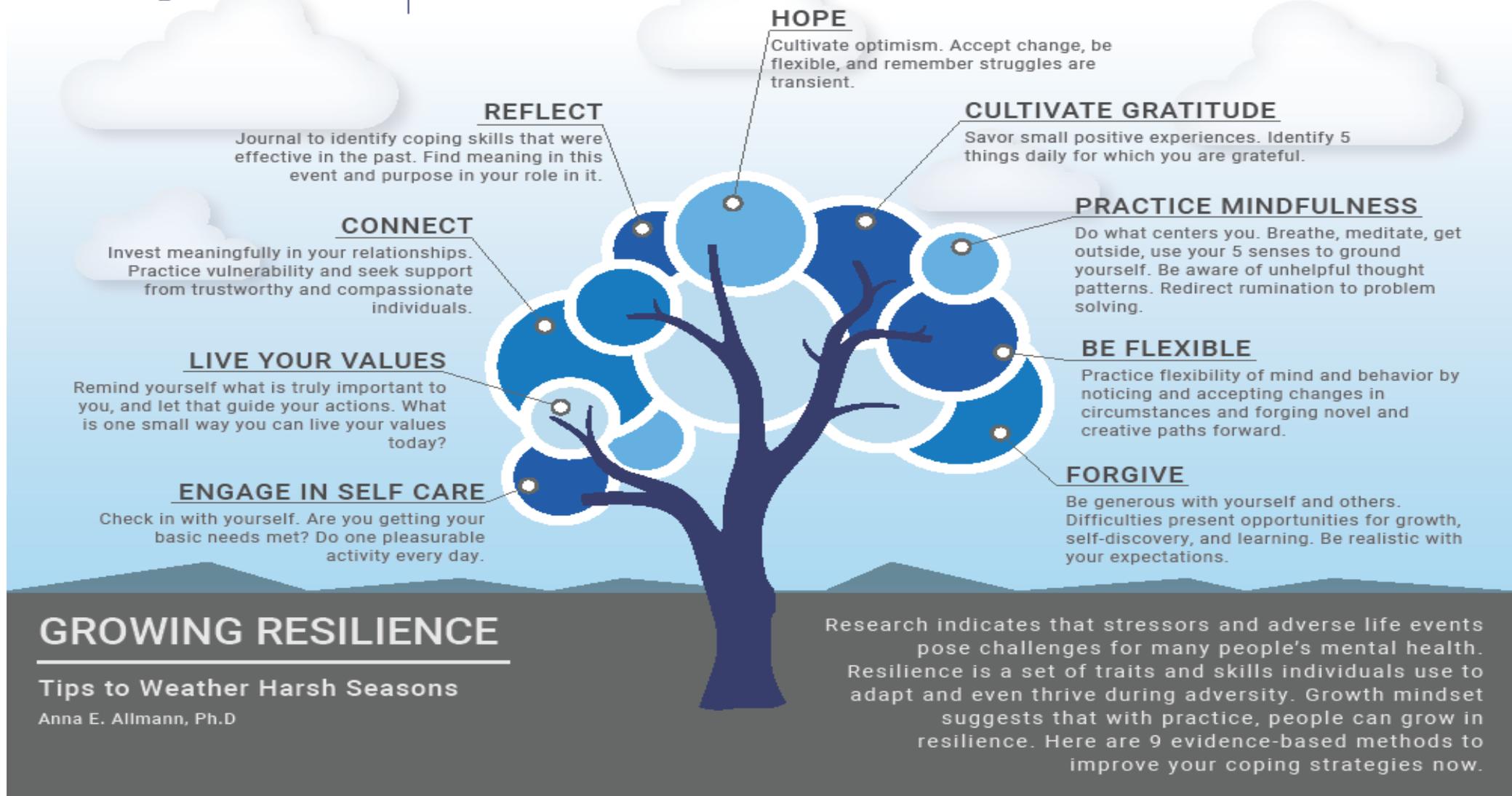
CopeColumbia:

Supporting the Emotional Well-Being of Our Community in the Wake of COVID-19

Claude Ann Mellins, PhD

Our mission is to foster collective well-being and resilience by sharing evidence-based coping strategies, facilitating access to peer support, and contributing to an inclusive and compassionate culture for faculty and staff of CUIMC and the larger Columbia community





HOPE
Cultivate optimism. Accept change, be flexible, and remember struggles are transient.

CULTIVATE GRATITUDE
Savor small positive experiences. Identify 5 things daily for which you are grateful.

PRACTICE MINDFULNESS
Do what centers you. Breathe, meditate, get outside, use your 5 senses to ground yourself. Be aware of unhelpful thought patterns. Redirect rumination to problem solving.

BE FLEXIBLE
Practice flexibility of mind and behavior by noticing and accepting changes in circumstances and forging novel and creative paths forward.

FORGIVE
Be generous with yourself and others. Difficulties present opportunities for growth, self-discovery, and learning. Be realistic with your expectations.

REFLECT
Journal to identify coping skills that were effective in the past. Find meaning in this event and purpose in your role in it.

CONNECT
Invest meaningfully in your relationships. Practice vulnerability and seek support from trustworthy and compassionate individuals.

LIVE YOUR VALUES
Remind yourself what is truly important to you, and let that guide your actions. What is one small way you can live your values today?

ENGAGE IN SELF CARE
Check in with yourself. Are you getting your basic needs met? Do one pleasurable activity every day.

GROWING RESILIENCE
Tips to Weather Harsh Seasons
Anna E. Allmann, Ph.D

Research indicates that stressors and adverse life events pose challenges for many people's mental health. Resilience is a set of traits and skills individuals use to adapt and even thrive during adversity. Growth mindset suggests that with practice, people can grow in resilience. Here are 9 evidence-based methods to improve your coping strategies now.





CopeColumbia Services and Footprint

1:1 Peer Support



- 245 sessions conducted
- **Total # attendees: 191**

Peer Support Groups



- 258 groups conducted
- **Total # attendees: 2465**

Town Halls/Webinars



- 94 townhalls
- **Total # attendees: 5098**

Website



- 2020: 2972
- 2021: 2842
- **Total: 5814**




Emergency Medicine



Pediatrics



Epic



Billing and Finance



School of Public Health



Law School



Brief Guidelines for Promoting Discussions:



CU-wide Panel Discussion

1. “I’m (Not) Fine”: Persevering During Persistently Challenging Times

Moderator: Erin K. Engle, PsyD

Speakers: Colleen Cullen, PsyD; Michael J. Devlin, MD; Deborah R. Glasofer, PhD; Sheau-Yan Ho, PhD

2. Bold Conversations for Healing and Reshaping our Medical Center Community

Moderator: Patrice K. Malone, MD

Speakers: Sandra Harris; Ofole Mgbako, MD; Warren Ng, MD; D. Anne Stewart



CopeColumbia: Past, Present, & Future

Identified a need for efforts to support the emotional well-being and mental health of faculty and staff at all levels

Now a highly valued component of workforce support efforts

Collaborations with other CUIMC groups committed to promoting well-being and mental health

Focus on cultivating a culture, that promotes community, relationship building and peer support



CopeColumbia Team

Anne Marie Albano, PhD, ABPP

Anna Allmann, PhD

Lou Baptista-Neto, MD

Colleen Cullen, PsyD

Michael J. Devlin, MD

Erin Engle, PsyD

Deborah R. Glasofer, PhD

Jasmine Han, LMSW

Sheau-Yan Ho, PhD

Patrice K. Malone, MD

Laurel Mayer, MD

Claude Ann Mellins, PhD

Elizabeth Murphy Fitelson, MD

Warren Ng, MD

Sara Siris Nash, MD

Jared O'Garro-Moore, PhD

Robert H. Remien, PhD

Aaron Vieira, MA, MSW, PCC

Milton Wainberg, MD



Recent Literature

Mellins CA, Mayer LES, Glasofer DR, Devlin MJ, Albano AM, Nash SS, Engle E, Cullen C, Ng WYK, Allmann AE, Fitelson EM, Vieira A, Remien RH, Malone P, Wainberg ML, Baptista-Neto L. Supporting the well-being of health care providers during the COVID-19 pandemic: The CopeColumbia response. Gen Hosp Psychiatry. 2020 Nov-Dec;67:62-69

For more information on CopeColumbia:

cuimc.columbia.edu/covid-19-resources-cuimc/copecolumbia

For any additional questions, please reach out to: copecolumbia@cumc.columbia.edu





GFA Discussion

Please use the Chat panel located at the bottom of your screen to submit your questions and comments throughout the townhall.

