AAMC

LEARN SERVE LEAD 2021

THE VIRTUAL EXPERIENCE

Association of
American Medical Colleges

Learn Serve Lead 2021

November 8 – 10, 2021

Highlights and Plenary Summary for CFAS Reps

AAMC

Accessing Meeting Content

For those who registered for the meeting, sessions are available to view on the Social27 platform at:
https://events1.social27.com/learnservelead/auth

Session overviews, news stories, and other materials can be found at:

https://www.aamc.org/professional-development/events/learn-serve-lead

CFAS Business Meeting Highlights

CFAS Reps by the Numbers

2021 CFAS MEMBER STATS

Society reps	118	Senior reps	169
		Junior reps	154
		Chair or vice chairs	83 (29% women)
School reps	205	CFAS Affiliates	38
		New Reps since Nov. 2020	64
Total reps	323 (49.5% women)		

Major Achievements and Activities

- Enhanced engagement and professionalism around **CFAS Committee** activities.
- Focused on supporting ongoing connectivity with:
  - Monthly electronic ***CFAS Rep Bulletin***
  - Monthly online ***CFAS Connects*** live sessions
  - Periodic ***CFAS Tweet Chats***
  - Annual virtual ***CFAS Spring Meeting***
  - Biennial ***CFAS Society Summit*** for executives.
- Advocated for a seat on the AAMC Board of Directors for a junior faculty member; and recommended candidates.

NEW Seat on AAMC BOD for JUNIOR FACULTY

- In 2021, the AAMC announced an opening for a seat on its Board of Directors, reserved for a junior faculty member.
- The CFAS Ad Board articulated criteria for selection and developed a nomination and selection process.
- CFAS received 62 complete nominations.
- A subset of Ad Board members evaluated and ranked nominations and made recommendations to the AAMC Board of Directors.
- The AAMC Assembly approved the Board of Directors changes in October.
- Catherine L. Coe, MD, from the University of North Carolina, was selected as the inaugural junior faculty member of the AAMC Board of Directors.

New CFAS Member Societies

Eight new societies joined CFAS in 2020-2021:

- American Association of Clinical Anatomists
- Academies Collaborative
- American Council of Academic Plastic Surgeons
- American Medical Women's Association
- American Society of Addiction Medicine
- Society of Behavioral Medicine
- Society of Chairs of Academic Radiology Departments
- Society of Hospital Medicine

CFAS Committees

Thematic Committees *are open to all CFAS reps and affiliates.*

Advocacy Committee - Art Derse, Chair

Biomedical Research and Education Committee (BREC) - Rich Eckert, Chair

Communication Committee - Alan Dow, Chair

Diversity Committee – Monica Baskin, Chair

Mission Alignment Committee - Stewart Babbott, Chair

Faculty Resilience Committee - Cathy Pipas, Chair

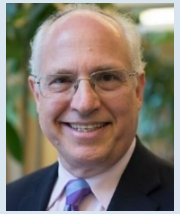
Structural Committees *open to appointed members.*

Programming Committee - Nita Ahuja, Chair

Nominating Committee - Gabriela Popescu, Chair

Details about all *CFAS Committees* here: *www.aamc.org/cfas*.

CFAS Administrative Board After LSL



Aviad "Adi" Haramati, PhD, Chair

Nita Ahuja, MD, Chair-elect

Gabriela Popescu, PhD, Immediate Past Chair

Steven Angus, MD

Stewart Babbott, MD

Arthur Derse, MD, JD

Shirley "Lee" Eisner, PhD

Neil Osheroff, PhD

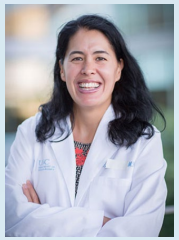
Alan W. Dow, III, MD

Richard L. Eckert, PhD

Adam Franks, MD

Monica Baskin, PhD

Catherine Pipas, MD



Deanna Sasaki-Adams, MD

Nicholas Delamere, PhD

Elza Mylona, PhD (Ex-Officio GFA Chair)

AAMC Board of Director Changes

Leadership Changes:

- **Chair**: Kirk A. Calhoun, MD, The University of Texas at Tyler
- **Chair-elect**: LouAnn Woodward, MD, University of Mississippi Medical Center
- **Immediate Past Chair**: J. Larry Jameson, MD, PhD, University of Pennsylvania

New Board Members:

- **Nita Ahuja, MD, MBA, Yale University (CFAS Chair-elect)**
- **Catherine L. Coe, MD, University of North Carolina (Junior Faculty Rep, select in a CFAS nominee call)**
- Jennifer Hayashi, Tulane University
- Cara V. James, PhD, Grantmakers In Health (GIH)
- Joan Y. Reede, MD, MPH, Harvard University
- Henri R. Ford, MD, PhD, University of Miami
- Martha E. (Meg) Gaines, JD, LLM, University of Wisconsin

Board Members Continuing their Terms:

- Michael Waldrum, MD, MSc, MBA, Vidant Health
- Lee D. Jones, MD, Georgetown University
- Danny Jacobs, MD, MPH, Oregon Health & Science University
- Brittany N. Hasty, MD, MHPE, Loyola University Medical Center
- Peter F. Buckley, MD, Virginia Commonwealth University
- Kate Walsh, MPH, Boston Medical Center
- **Aviad Haramati, PhD, Georgetown University (CFAS Chair)**
- Julie A. Freischlag, MD, Wake Forest Baptist Health

Departing Board Members:

- Joseph Kerschner, MD, Medical College of Wisconsin
- Beverley Johnson, FAAN, Institute for Patient- and Family-Centered Care (IPFCC)
- **Gabriela Popescu, PhD, Jacobs School of Medicine and Biomedical Sciences at University at Buffalo (CFAS Immediate Past Chair)**
- Elizabeth Travis, PhD, MED, The University of Texas MD Anderson Cancer Center
- Marie Walters, PhD, MS, Indiana University School of Medicine

Mission-Driven: Genetics, Pandemics, and Perseverance

Jennifer Doudna, PhD

Biochemist at UC Berkeley

Founder of the Innovative Genomics Institute and Co-inventor of CRISPR

Mission-Driven: Genetics, Pandemics, and Perseverance

Introduction by J. Larry Jameson, MD, PhD, Chair of the AAMC Board of Directors; Robert G. Dunlop Professor of Medicine, Executive Vice President, University of Pennsylvania for the Health System; and Dean, Perelman School of Medicine

- We must strive to be more understanding, more empathetic, and more compassionate by believing in 1) the value of diverse perspectives 2) the power of listening and 3) the significance of life-long learning
- Looking back on the past year, we should celebrate the accomplishments of our frontline providers and scientists. We should also commit to doing better at dismantling racism and reducing health inequities, enhancing access to care, and removing the stigma of mental illness
- Sharing our stories and lived experiences makes our community stronger

Mission-Driven: Genetics, Pandemics, and Perseverance

Jennifer Doudna, PhD, Nobel Laureate in Chemistry; Founder, Innovative Genomics Institute; Howard Hughes Medical Institute Investigator; Li Ka Shing Chancellor's Chair in Biomedical and Health Sciences; and Professor of Biochemistry, Biophysics and Structural Biology at UC Berkeley

- CRISPR is a genome engineering tool that allows scientists to change DNA and intervene in genetic disease. CRISPR can potentially treat sickle-cell disease and other genetic diseases
- An RNA protein guides the CRISPR molecule to a particular 20-letter sequence in DNA. Then the protein cuts each strand of the DNA to generate a double stranded break, allowing a viral sequence to be destroyed or a genome edit to be introduced in the process of DNA repair
- CRISPR was the result of curiosity-driven science that went in an unexpected direction, highlighting the importance of allowing for serendipity to lead to unexpected discoveries

Mission-Driven: Genetics, Pandemics, and Perseverance

- The best outcomes in science happen when people from different cultural backgrounds, different educational backgrounds, and different parts of the world come together to solve problems
- Science is a human endeavor that involves connection and interaction and we should encourage people to discover how they like to do science and the ways they work best with others
- In the next decade, we will see CRISPR being used to impact diseases such as dementia, Alzheimer's disease, cardiovascular disease, and even in the way we fight pandemics by programming the human immune system

Mission-Driven: Genetics, Pandemics, and Perseverance

- CRISPR is a powerful tool for protecting cells from viral infections. CRISPR can also be used in basic science and agriculture
- CRISPR could potentially be used for prophylactic editing to make people immune to viruses such as SARS-CoV-2 and to create rapid COVID-19 tests
- We must ensure that CRISPR is used ethically, safely, and affordably and it's crucial to ensure that access to CRISPR is equitable and accessible

Dare to Lead: In Conversation with Brené Brown, PhD

Brene Brown, PhD, LCSW

Research Professor, University of Houston

Author, "Dare to Lead"

Dare to Lead: In Conversation with Brené Brown, PhD

A leader is…

- Anyone who takes the responsibility for finding potential in people and processes and who has the courage to develop that potential
- Leaders in academic medicine must be servant-leaders striving to protect the well-being of everyone around them
- Leaders in academic medicine must also work everyday to create a culture where defensive “armor” is neither required nor rewarded

Dare to Lead: In Conversation with Brené Brown, PhD

How to lead:

- Being courageous is one of the most important traits of a leader and the greatest barrier to courage is the urge to put on our “armor” in moments when we feel vulnerable
- Instead of letting our defenses go up, leaders should remain open and curious and lean in
- Vulnerability and empathy in leadership are just as important as self-confidence

Dare to Lead: In Conversation with Brené Brown, PhD

Four characteristics that define courage:

- Being able “to rumble with vulnerability”
- Live our values
- Build trust
- Learn how to get back up after a fall

- In the conversations around diversity, equity, and inclusion, we’re ultimately talking about creating a sense of belonging where people feel seen, heard, valued, and respected
- Fostering psychological safety and diverse representation are needed to get people to have important, difficult conversations

Meeting of the Minds

- The Meeting of the Minds panel failed to live up to the aspirations of the plenary and highlighted the need to learn how to bring together different points of view in more constructive ways; town-hall discussion led by AAMC President and CEO David J. Skorton, MD, addressed concerns
- AAMC Board leaders noted that even though these conversations are difficult and don't always go as intended, it's important to keep trying and not give up
- Those who registered for LSL can access the recording of this session at https://events1.social27.com/learnservelead/auth

Leadership Plenary

J. Larry Jameson, MD, PhD

Executive Vice President, U of Pennsylvania for the Health System and Dean,

Perleman School of Medicine; Chair, AAMC Board of Directors

David J. Skorton, MD

President and CEO

AAMC

Leadership Plenary

AAMC Board of Directors Chair J. Larry Jameson, MD, PhD:

- Academic medicine should lean in and enact change where we know it's needed in order to fulfill our promise. Our institutions are honoring their commitments to becoming anti-racist and we must continue this work to dismantle racism and advance health equity by addressing the social determinants of health
- During the pandemic, while frontline providers' courage and dedication and the rapid development of mRNA vaccines have saved countless lives, the country could have done better by:
  - More fully harnessing academic medicine to conduct widespread, frequent testing earlier
  - Expediting non-duplicative clinical trials
  - Pooling large-scale clinical data
- Despite the best efforts of many, we didn't communicate effectively to large segments of the population

Leadership Plenary

The Opportunities Ahead:

- Academic medicine is faced with complexity and steeped in tradition and it's sometimes difficult for us to be nimble. But we must accelerate needed change in health care and science
- We have the power to decide whether to embrace more holistic criteria for promotion, valuing team science as much as or more than individual accomplishments, and develop broader admissions criteria beyond MCAT scores and GPAs
- Innovation and diversity are symbiotic partners. Research shows that diversity strengthens the performance of high-functioning teams
- The mRNA vaccines were made possible by decades of basic science, but it required collaboration with government and industry to bring this technology to patients. We can use this moment in history to build support for translational science and quicken its pace by expanding our partnerships with industry

Leadership Plenary

- We need leaders to step up and innovate boldly but in ways that preserve our high standards for evidence, safety, and professionalism
- Satisfaction often comes from a job well done and from loving what we do when we experience the joy of medicine

Leadership Plenary

AAMC President and CEO David J. Skorton, MD

- The AAMC needs to do a better job of accepting a broader range of perspectives and viewpoints and the Meeting of the Minds plenary was an attempt to introduce divergent views on political and social issues. However, the panel didn't realize these aspirations and I shared many of the concerns that were expressed in the comments during the panel
- Academic medicine is beginning to make real differences in population health and health equity by making community collaborations central to our work
- Our institutions have also made commitments to become anti-racist and achieve gender equity
- I encourage leaders to choose to speak only on diverse panels and not panels comprised only of men

Leadership Plenary

Fostering meaningful dialogue:

- We must commit to long term change and accept that this will be very difficult because of how politicized our society is and how much discord there is in our dialogue
- Academic medicine must take ownership of its role in creating health inequities. When we actively listen to our communities, we can successfully co-develop ways to address the social determinants of health
- Our goal is to disrupt the status quo and move academic medicine and health care toward health equity and racial justice

Leadership Plenary

- Our communities need safe and constructive channels for real communication to make progress on difficult societal issues and academic medicine can play a role in doing this. This will require us to step outside of our comfort zones and dialogue on difficult issues
- Academic medicine can host civil dialogues in communities and act at the local level to chip away at the divisions between us. But we must first prove that our institutions are worthy of our communities' trust the AAMC Center for Health Justice's Principles of Trustworthiness can help institutions build that trust

Beyond Racism: America's Caste System

Isabel Wilkerson

Pulitzer Prize Winner

Author, "The Warmth of Other Suns" and "Caste"

Malika Fair, MD, MPH

Senior Director, Equity and Social Accountability

AAMC

Beyond Racism: America's Caste System

Takeaways:

- Since May 2020, medical schools and teaching hospitals have amplified their efforts to address racial inequality
- While such initiatives are admirable, Isabel Wilkerson, a gifted historian and storyteller, asks us to examine the role that our country's unacknowledged caste system also plays in persistent inequities
- Wilkerson posits that a caste system is one that predetermines what positions people should hold based on arbitrary traits — like race
- Wilkerson offered an overview of the American caste system, with examples from history that still resonate today. In conversation with the AAMC's Malika Fair, MD, MPH, she also addressed our odds of annihilating this centuries-old system and crafting a better and more equitable future

CFAS-Sponsored Breakout Sessions

Science Matters: Defending Public Health Facts in an Era of Empirically False News (Nov. 8)

Moderator: Arthur Derse, MD, JD

Panelists: Ross McKinney, MD, Vera Donnenberg, PhD, David Sklar, MD

Factors contributing to spread of misinformation:

- Lack of understanding of dynamic, iterative nature of science has led to some members of public viewing changing guidance around masks and social distancing as suspect
- Emergence of a “hyper-politicization” of public health
- There have been demonstrably false statements about the pandemic that have been widely circulated (i.e. hydroxychloroquine’s effectiveness against COVID-19

CFAS-Sponsored Breakout Sessions

- In some cases, misinformation was intentionally spread from political sources (i.e. from President Trump). Even some of the CDC's info was politicized
- Ultimately, this misinformation has contributed to largely preventable mortality and morbidity
- All this highlights the importance of accurately and consistently communicating science. "Communication is not something you add on to science; it is the essence of science." – Alan Alda
- Understanding epistemology is also important in filtering out misinformation because it's the philosophical study of the nature and grounds of knowledge, especially its limits and validity. "Epistemology is the investigation of what distinguishes justified belief from opinion" – Oxford Languages

CFAS-Sponsored Breakout Sessions

We Can't Afford to Burn Out: Addressing Well-Being and Supporting the Role of Wellness Champions (Nov. 10)

Panelists: Catherine Florio Pipas, MD, MPH, Jon Alan Courand, MD, Mona Abaza, MD, MS, Serina Neumann, PhD, LCP

- Very few institutional well-being champions (chief wellness officers, etc.) have dedicated time (FTE) for their role
- Majority of institutional well-being champions had no formal training for the role
- Majority of institutions have well-being champions or well-being programs
- Because there is great variation in titles, training, tools, and budgets for wellness champions, there are opportunities for standardization and collaborative training and research to determine and disseminate best practices

FREE PUBLICATION: https://store.aamc.org/the-rise-of-wellness-initiatives-in-health-care-using-national-survey-data-to-support-effective-well-being-champions-and-wellness-programs.html

AAMC Town Hall

Discussion:

- There was ongoing discussion about the AAMC's "Meeting of Minds" session and ways that the AAMC and academic medicine more broadly can address issues of diversity, equity, and inclusion, along with ways to foster a more respectful environment for conversation
- There was discussion of how the AAMC is fostering diversity, equity, and inclusion, particularly regarding LGBTQ+ health issues
- Dr. Skorton provided updates and insight into the AAMC strategic planning efforts. Info about the strategic plan can be found at https://www.aamc.org/what-we-do/strategic-plan/strategic-planning

AAMC Town Hall

AAMC initiatives and efforts:

- Improving the transition to residency remains a high priority and an area of much activity for the AAMC
- The AAMC continues to build ties with our public health colleagues because medicine and public health need to be working together more closely
- There was also discussion about how the AAMC is striving to bring down the costs of the medical school application process and the implications of changes to Step 1
- There was discussion of the AAMC's strategic plan and how it's being implemented
  - There are many pilots being conducted at academic medical centers across the country to realize some of the goals in the plan

AAMC Awards

AAMC Board of Directors Chair-elect and President of The University of Texas at Tyler Kirk A. Calhoun, MD, recognized recipients of 2021 AAMC Awards:

Alpha Omega Alpha Robert J. Glaser Distinguished Teacher Award:

- Tracy Fulton, PhD, University of California, San Francisco
- Leonard White, PhD, Duke University School of Medicine
- Valerie Lang, MD, MHPE, University of Rochester School of Medicine and Dentistry
- William Raszka, MD, The Robert Larner, M.D. College of Medicine at the University of Vermont

Arnold P. Gold Foundation Humanism in Medicine Award:

- Natalie Rodriguez, MD, University of California, San Diego, School of Medicine

Award for Distinguished Research in the Biomedical Sciences:

- Suzanne Topalian, MD, Johns Hopkins University School of Medicine

Herbert W. Nickens Award:

- Judith Kaur, MD, Mayo Clinic College of Medicine and Science

Spencer Foreman Award for Outstanding Community Engagement:

- University of Arkansas for Medical Sciences (UAMS), Chancellor: Cam Patterson, MD, MBA

Award for Excellence in Medical Education:

- Thomas Viggiano, MD, MED, Mayo Clinic College of Medicine and Science

Special Recognition Award:

- Francis Collins, MD, PhD, National Institutes of Health
- Anthony Fauci, MD, National Institute of Allergy and Infectious Diseases

Robert Wood Johnson Foundation David E. Rogers Award:

- Peter Hotez, MD, PhD, National School of Tropical Medicine, Baylor College of Medicine

Learn more at aamc.org/awards

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For More Info about CFAS

CFAS homepage:

https://www.aamc.org/professional-development/affinity-groups/cfas

CFAS Resources webpage:

https://www.aamc.org/professional-development/affinity-groups/cfas/resources

The AAMC CFAS Team

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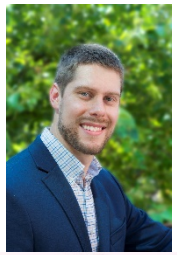

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