

2022 CFAS Virtual Spring Meeting

Abbreviated Summary

2022

Council of Faculty and Academic Societies (CFAS) Spring Meeting
VIRTUAL EXPERIENCE

Meeting Highlights

- Explored the theme of “strengthening the faculty community”
- At least 9 deans or CEOs of health systems joined the meeting as attendees and speakers
- 137 total registrants
- 9 ignite sessions featuring CFAS rep speakers
- 45 speakers total
- 25 first-time CFAS attendees
- Updates from all 8 CFAS committees

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Day 1 Takeaways

- One of the most important questions we face is how to support and nurture the academic mission in our expanding health systems
- We must provide time for faculty to pursue education and research, which is essential to preserving their health and vigor. This in turn benefits the clinical enterprise
- It's important to be transparent about the payment models, where the money is going, and what everyone's mission is. Institutions must find ways to appreciate everyone's unique contributions
- The pandemic showed us that we need to take a lot of lower-level care outside of the AMC and move it into smaller hospitals, because they can do certain things faster than we can
- "Wisdom circles," which provide a way for people from a variety of ways to share their ideas and potential solutions in a non-hierarchical way, can be powerful tools to understand problems and to find solutions between faculty and institutional leaders.
- The best leaders 1) make sure they have the right person in place 2) make sure you and they are on the same page 3) give them the resources they need and 4) get out of the way – this last part is hard but very important!

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Day 2 Takeaways

- Leadership development is a process, not an event
- The AAMC's strategic looks at leadership development and creating leadership development opportunities in tune with the changing landscape in academic medicine
- Leadership is like a martial art: You must practice your leadership principles to perfect them
- Institutional leaders should spend time getting to know faculty and “walking the halls”
- Leadership paradigms are shifting from traditional to contemporary and leadership as a position is changing to leadership as a behavior
- Successful academic health centers today must focus on addressing health inequities and building community collaborations
- Faculty members are whole people – not just clinicians, educators, or researchers – and their wholeness must be acknowledged in order for them to thrive

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Day 3 Takeaways

- Becoming an equitable and diverse institution is a continuous journey, not a destination
- Getting from equality to equity to justice requires changing the system, which means continuously examining policies, practices, systems, and infrastructure systemically to find inequities into our systems
- The AAMC's strategic plan is focused on equipping institutions and leaders at every level with data, tools, training, and promising practices to create more diverse, equitable, inclusive, and anti-racist organizations
- The last couple years have been academic medicine's finest hour, despite all the hardship we've faced, because of the heroic work that's been done in our institutions
- AAMC President and CEO David J. Skorton, MD, emphasized that faculty need to be part of governance and should be persistent in making the case for their inclusion in their local governance models
- Pursuing DEI is not only the right thing to do, but it's necessary to bring diverse perspectives and backgrounds together in order to solve the kinds of complex problems we now face

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Year in Review

- The past 2 years have been the most productive for CFAS so far
- CFAS has had regular **CFAS Connects** sessions that have featured multiple conversations with CFAS leaders and AAMC President and CEO David J. Skorton, MD
- CFAS is taking the lead in redesigning a new online well-being hub for AAMC.org
- Multiple CFAS Committees are in the process of producing, or have already published, reports and other publications
- CFAS work from 2021-22 has been presented in a range of peer review papers, an AAMC publication, webinars, and upcoming AAMC Annual Meeting sessions, extending our reach beyond just CFAS itself

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