

## **CFAS Connects: Know Before You Go: 2023 CFAS Spring Meeting**

### **Discussion:**

Many participants expressed that CFAS has become a professional home to them where they feel welcome and where they can comfortably interact with a much more diverse cross-section of academic medicine professionals than at other meetings.

A major strongpoint of CFAS is building community, so CFAS was one of the few groups that really thrived during the pandemic, even expanding its activities, offerings, and membership.

Other participants reflected on their journeys through CFAS and how they have been able to find meaning in CFAS and connect with people who have similar values and who care about the missions of academic medicine. Others commented that they have been able to build professionally rewarding relationships and friendships through CFAS that have helped them advance their careers and become more knowledgeable about the issues in academic medicine.

The schedule for the meeting is as follows:

### **Monday, March 27**

7 – 8:30 a.m.      CFAS Ad Board Meeting

8:30 – 9:30 a.m.      Committee Meetings, Cohort 1 – Refreshment Area

9:30 – 9:45 a.m.      Break – Refreshment area

9:45 – 10:45 a.m.      Committee Meetings, Cohort 2 – Refreshment Area

10:45 – 11 a.m.      Break – Refreshment area

11:00 a.m. – Noon      Concurrent premeeting session: CFAS New Rep Orientation. Concurrent premeeting leadership session: Optimizing the Faculty Experience: Aligning Mission to Action (Developing Your “Personal Brand”)

Noon – 12:30 p.m.      Grab-and-Go Lunch

12:30 – 1:30 p.m.      Concurrent premeeting leadership session: How to Be an Effective CFAS Rep: New Reps and Seasoned Reps Alike. Concurrent premeeting leadership session: Strategic and Alternative Pathways to Academic Leadership

1:30 – 2 p.m.      Cookies and Coffee Welcome and Networking Reception

2 – 2:15 p.m.      Welcome to the CFAS 2023 Spring Meeting

2:15 – 3:30 p.m. Opening Plenary: Faculty Thriving in Academic Medicine: From Mission Impossible to Mission Accomplished

3:30 – 3:45 p.m. Break

3:45 – 5 p.m. Plenary Session: Intention to Action: Leveraging Well-being Initiatives to Support Researchers, Educators, and Clinicians

5:15 – 6:30 p.m. Welcome Reception – Posters

6:30 – 8 p.m. Dinner on your own

## **Tuesday, March 28**

6 – 7 a.m. Optional Wellness Activity: Walk/Run

7:30 – 8:45 a.m. Open Networking Breakfast – On the Fly Table Topics (?)

8:45 – 9:45 a.m. Plenary session: Unintended Bias – How to Reduce the Risk, but When It Happens, How to Respond – or, the ROI of Inclusion

9:45 – 10 a.m. Break

10 – 11 a.m. Plenary: Trends and New Directions for Salary and Opportunity Equity in Academic Medicine – (no break)

11 – 11:45 a.m. Concurrent session 1: “The Voice of the Learners: Critical Care for Medical Student and Residents”  
Concurrent Session 2: “Stopping the Bleed: the ROI of Research: I couldn’t sleep at all last night”

11:45 – 1:15 p.m. CFAS Business Meeting and Luncheon

1:15 – 1:30 p.m. Break

1:30 – 2:30 p.m. Leadership Plenary and Community Forum

2:30 – 2:45 p.m. Break

2:45 – 3:45 p.m. Ignite Sessions on Mission Alignment

3:45 – 4:45 p.m. The Big Picture of Mission Alignment: A Conversation with Michael Good, CEO, University of Utah Health, Executive Dean, Spencer Fox Eccles School of Medicine, Senior Vice President for Health Science

- 4:45 – 5 p.m. Break
- 5 – 6 p.m. CFAS Knowledge Sharing Session and Reception
- 6:30 – 8:30 p.m. Dine-a-Round Dinners

**Wednesday, March 29**

- 6 – 7 a.m. Optional Wellness Activity – Walk/Run
- 7:30 – 8:30 a.m. Networking Breakfast
- 8:30 – 10 a.m. Mission Accepted: Sustaining Faculty for Success as Medical Educators
- 10 – 10:15 a.m. Break
- 10:15 – 11:15 a.m. Closing Plenary: Recognizing and Embracing the Tension in Our Community
- 11:15 – 11:30 a.m. Meeting Wrap Up, Closing Thoughts, and Adjourn

**Further discussion and Q&A:**

A poll was distributed to participants that asked, “What are the topic areas where faculty and leadership need to connect most?”

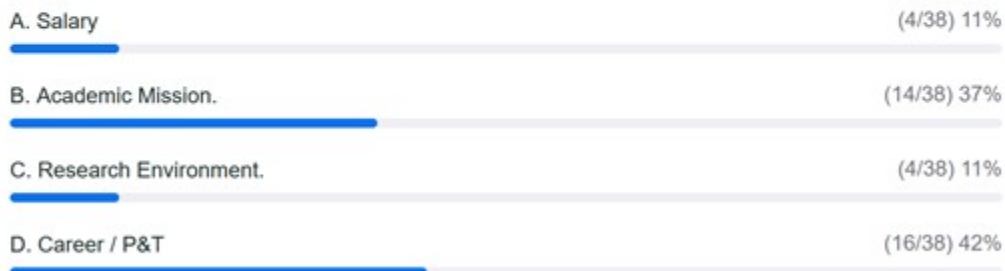
**Polling question**

1 questions | 38 participated

**1. What are the topic areas where faculty and leadership need to connect most?** (Single Choice)

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38/38 (100%) answered



- The theme of the meeting will be Mission Alignment and there will be several Ignite-style presentations on this theme. Then there will be a fireside chat with Michael Good, MD, CEO of University of Utah Health and executive dean of the Spencer Fox Eccles School of Medicine.
- Sessions at the meeting will not be recorded but a PowerPoint summary of the meeting will be distributed afterward.
- The CFAS spring meetings are great networking opportunities and also present opportunities to collaborate on and refine session proposals for Learn Serve Lead: The AAMC Annual Meeting, giving CFAS reps a chance to bring the ideas they're passionate about to the national level.
- A lot of work went into ensuring that the registration rate for the meeting, despite the increases in inflation, was similar to the registration rate for the 2019 CFAS Spring Meeting.
- There was discussion on how to communicate to institutional leaders about the importance of supporting medical education and medical education research as career pathways and valuing these career pathways equally to basic science or clinical research pathways.
- There was discussion on how to tackle burnout, incentivize retention, and maintain healthy workforces, including by intentionally using sabbaticals as tools for academic retention.
- There was discussion on how to determine the full spectrum of quality in patient care and how to determine the relative value of academic medicine compared to its cost.
- At the meeting, there will be networking opportunities over breakfasts for specific groups such as family medicine and surgical subspecialists.

#### Chat:

2019 in Atlanta - last time CFAS met in person, outside of LSL.

Adi and Nita, as chair and chair-elect of CFAS, also serve as AAMC Board of Directors members, so what you share with them regarding concerns, ideas, and thoughts about academic medicine, is connected to the highest levels of AAMC leadership.

If you haven't yet registered for the meeting, here's a link (which also includes details about the program): <https://web.cvent.com/event/d989a29b-dd0a-4a64-ba38-b2556c447be8/summary>

Scott created the notion of leadership training/professional development for CFAS reps - those pre-meeting sessions that have a focus on personal and professional development.

ACCP's society exec, Krista Levy, is also here - it's great to have that level of society engagement.

Are concurrent sessions recorded?

There also will be a brand new committee on Medical Education debuting at the meeting.

Very interested in that!

I am very excited about the Medical Education committee! 🥳

To be precise that Med Ed committee is focused on Faculty as educators.

What is your vision for faculty governance within your institution?

What are you doing to make the life of your faculty better?

Wellbeing/mental health issues

How are you supporting busy clinician educators for career advancement/promotion?

How do we maintain our academic missions, given issues of fiscal constraints, faculty and staff shortage, well-being and burnout issues?

What are your plans for ensuring faculty and trainee diversity should the SCOTUS overturn affirmative action?

How to align the mission support for the medical school with the health system/clinical enterprise.

Given the increasing clinical demands in academic medicine, how do you support faculty's academic mission, such as research and education.

With not much internal funding for research, and research being a big criteria for promotion and tenure, what options do faculty have to advance in their career?

Are sabbaticals a tool that could potentially enhance retention and well-being?

How are you supporting the changing (educational) roles of foundational scientists?

As a healthy and happy faculty make a better academic health center, what are we doing to ensure that faculty are taken care of so that we can then do better with taking care of students, providing good education, doing research, etc.

When will quality of care be more important than "monetary" of care? In other words, what is being done to reduce the overtaxing of healthcare workers? The person who mentioned burnout captured this idea.

What is your institution doing to ensure faculty equity (e.g. standard salary, parental leave, promotion policies)?

How should we work collectively as faculty and administrative leaders to address the seemingly divergent missions of medical schools and academic health centers?

Or policy level decisions that we could influence nationally on well-being standards in healthcare settings for providers.

Many AMCs are in very serious financial trouble right now. I'd love to hear about this - why and what to do

I love the idea of sabbaticals for health science professionals.

I'm interested in the extent of virtual meeting burnout (minimal breaks between meetings/cognitive overload, social isolation among faculty)

Great point. Faculty are the backbone of an institution.

How are faculty allocated to the various missions, and how do we determine when someone is fully allocated?

Or over-allocated 😞

How can we pursue humanitarian goals through science?

We had a session at LSL on Assessing the Value of Faculty to an Institution. You are getting more granular, but clearly this is something we need to address in our final plenary session.

<https://web.cvent.com/event/d989a29b-dd0a-4a64-ba38-b2556c447be8/summary>