CFAS Business Meeting

April 5, 2019

Scott D. Gitlin, MD
Chair, CFAS
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.
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 McGoe, MD
Carolyn Meltzer, MD
Elza Mylona, PhD (Ex-Officio GFA Chair-elect)

VJ Periyakoil, MD
Catherine Pipas, MD
J. David Warren, PhD

Council of Faculty and Academic Societies
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

Council of Faculty and Academic Societies
2019 Spring Meeting
# CFAS Representative Membership Report

## 2019 CFAS MEMBER STATS

<table>
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<tr>
<th>Category</th>
<th>Count</th>
<th>Notes</th>
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<td>Society reps</td>
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<td></td>
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<td>School reps</td>
<td>227</td>
<td></td>
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<tr>
<td><strong>Total reps</strong></td>
<td>350</td>
<td>(50% women)</td>
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<tr>
<td>Senior reps</td>
<td>182</td>
<td></td>
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<tr>
<td>Junior reps</td>
<td>168</td>
<td></td>
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<tr>
<td>Chair or vice chairs</td>
<td>87</td>
<td>(30% women)</td>
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**Council of Faculty and Academic Societies**

2019 Spring Meeting
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

Council of Faculty and Academic Societies
2019 Spring Meeting
Update from the Chief Scientific Officer

Ross McKinney, MD

Council of Faculty and Academic Societies
2019 Spring Meeting
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
Recognize and avoid affirmation biases

Recall that correlation ≠ causality
- and p values < .05 ≠ 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
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
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
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
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?
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
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?
What Has CFAS Been Doing?
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
New Meeting Features

“Spark” style sessions
Workshops
Well-being breaks
More networking opportunities including longer breaks

…all from your feedback through past evaluations
2020 COD/COTH/CFAS Co-located Spring Meeting: March 12-15 in San Diego
CFAS was represented on the Search Committee.

More details in Leadership Plenary this afternoon.
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.

Council of Faculty and Academic Societies
2019 Spring Meeting
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
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
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
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)
Improving CFAS Committee Structure

- Creating standards for committee creation, maintenance, and sunsetting
- Committee chair terms and succession models defined
- Committee membership standards defined
- Standardizing committee reports and accountability
- Improving transparency of committees
CFAS Nominating and Engagement Committee Update

April 5, 2019

Vincent D. Pellegrini Jr., MD
Immediate Past Chair, CFAS
Nominating and Engagement Committee Chair
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!
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.
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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Council of Faculty and Academic Societies
2019 Spring Meeting
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

Council of Faculty and Academic Societies
2019 Spring Meeting
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 McGoe, MD
Carolyn Meltzer, MD
Elza Mylona, PhD (Ex-Officio GFA Chair-elect)
VJ Periyakoil, MD
Catherine Pipas, MD
J. David Warren, PhD
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
Proposed CFAS Ad Board Leadership, November 2019

Gabriela Popescu, PhD, Chair

Aviad “Adi” Haramati, PhD, Chair-elect

Scott Gitlin, MD, Immediate Past Chair

Council of Faculty and Academic Societies
2019 Spring Meeting
**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

Council of Faculty and Academic Societies
2019 Spring Meeting
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

Council of Faculty and Academic Societies
2019 Spring Meeting
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 ?
Committee Updates

Advocacy Committee

Arthur Derse, MD, JD, interim chair
Committee Updates

Basic Science Committee

Rich Eckert, PhD, chair
Committee Updates

Communication Committee,

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

Diversity Committee

VJ Periyakoil, MD, chair
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.

Council of Faculty and Academic Societies
2019 Spring Meeting
Committee Updates

Evaluation Committee
Carolyn Meltzer, MD, chair
Committee Updates

Mission Alignment of Faculty as Educators
Stewart Babbott, MD, chair
Committee Updates

Faculty Resilience Committee
Mona Abaza, MD, chair
Committee Updates

Program Committee

Gabriela Popescu, PhD, chair
New Activities
CFAS Society Summit

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!

AAMC Washington Headquarters

Council of Faculty and Academic Societies
2019 Spring Meeting
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.
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
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.
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!
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

<table>
<thead>
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<th>Spotlight</th>
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<tr>
<td>2019 CFAS Spring Meeting</td>
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<th>Do you get CFAS News?</th>
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<tr>
<td>A weekly digest of news and happenings in academic medicine.</td>
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<th>Click here to subscribe</th>
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<tr>
<th>My AAMC Affinity Groups</th>
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<tbody>
<tr>
<td>Connect with CFAS or access our Member Directory by 1) signing in with your AAMC username and password, and 2) clicking here.</td>
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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