

AIAMC 2023 ANNUAL MEETING and NATIONAL INITIATIVE VIII MEETING FOUR
Connecting Education to Exceptional Patient Care 2023
Creating a Sustainable Culture: A Roadmap for the Future
March 23 - 25, 2023 Loews Vanderbilt Hotel – Nashville, TN

Thursday, March 23rd ANNUAL MEETING	
8:00-10:00	<p>Pre-Conference Workshop: Educator’s Forum <i>Chanteau Ayers, JD, Director, Medical Education Administration, UnityPoint Health Des Moines and AIAMC 2023 Annual Meeting Planning Committee Chair, Co-Facilitator</i> <i>W. John Yost, MD, VP for Medical Education and Research, UnityPoint Health Des Moines and AIAMC 2023 Annual Meeting Planning Committee Chair, Co-Facilitator</i></p>
	<p>This workshop will be highly interactive and offers an excellent opportunity to begin networking with AIAMC colleagues before the Annual Meeting’s official kick-off mid-day. Please note that seating is limited, and pre-registration is required.</p>
10:00-11:00	<p>Pre-Conference Book Club: “Great Mondays”, authored by our keynote speaker Josh Levine <i>Diana Singer, PhD, RN, CCRN-K, CNE, C-TAGME, Executive Director, Academic Affairs, JPS Health, and 2023 Annual Meeting Planning Committee Member, Co-Facilitator</i> <i>Caroline Diez, MBA, C-TAGME, Manager, Graduate Medical Education, JPS Health, and 2023 Annual Meeting Planning Committee Member, Co-Facilitator</i></p>
	<p>Featuring “Great Mondays”, authored by our keynote speaker Josh Levine. Amazon link to order a copy: Amazon Great Mondays Company Culture Please note that seating is limited, and pre-registration is required.</p>
11:00-11:45	<p>Welcome Lunch for First-Time Attendees</p>
12:00-12:15	<p>Annual Meeting Opens <i>Heather Z. Sankey, MD, MEd, FACOG, CPE, Burkman Endowed Chair of Obstetrics & Gynecology, Baystate Health, and AIAMC Board of Directors President</i> <i>W. John Yost, MD, VP for Medical Education and Research, UnityPoint Health Des Moines and AIAMC 2023 Annual Meeting Planning Committee Chair</i></p>
12:15-1:45	<p>Keynote Address: The Culture Imperative <i>Josh Levine, Educator, Designer, and Best-Selling Author</i></p>
	<p>Culture is a modern leadership discipline, and when done well, managers will lead with values-driven mandates, and executives can inspire action through a clearly defined why. Culture is how your people get work done across projects, teams, and locations. Learn why corporate culture is more important than ever and how you can effectively lead using culture as a management platform. Using Silicon Valley startups and stalwarts as a lens, Josh discusses actionable methodologies for implementing and measuring culture change.</p>
1:45-2:30	<p>Vendor Partner Intros/Overview and Break; Exhibits Open</p>
2:35-3:50	<p>CONCURRENT BREAKOUT WORKSHOPS</p>
	<p>Allyship is Important: Culture Change Requires We All be Upstanders: Aurora Health Care <i>Deborah Simpson, PhD. Director – Education</i> <i>Jacob Bidwell, MD, DIO Aurora & VP, Academic Affairs, Pres AUWWMG, Assoc Dean East Academic Campus UWSMPH</i> <i>Kari Oliver, MD, Family Medicine Residency Program Director</i> <i>Nicole Salvo, MD, FACOG, Program Director, OB/GYN Residency</i> <i>Victoria Gillet, MD, Associate Program Director for Primary Care Internal Medicine Residency</i></p>
	<p>Creating an optimal clinical learning environment requires that we all learn to stand up to microaggressions consistent with the 2022 AAMC DE&I equity competencies! Why? The frequency of patient’s belittling comments, inquiries into one’s racial/ethnic origins, credentials and/or abilities are frequent experiences for residents and faculty per published reports across specialties. Over 75% of residents witness these microaggressions within a single year – providing an opportunity for action. Participants will experience a proven interactive, small</p>

	<p>group upstander microaggressions workshop framed using Robert Livingston’s PRESS model. In facilitated small groups, participants will enact several common patient microaggression scenarios with selected participants assuming various roles (eg, patient, attending/preceptor, residents one of whom will be the microaggression recipient). During the enactment one participant will use a simple upstander mnemonic (GRIT) with optional scripts and then re-run and/or debrief before trying another scenario. References, training materials and evaluation results will be provided to conclude the session.</p>
	<p>What’s Your Number?: Using the Enneagram to Build Culture and Understand Your Multigenerational Team: JPS Health Network <i>Diana Singer, PhDc, RN, CCRN-K, CNE, C-TAGME, Executive Director, Academic Affairs</i> <i>Caroline Diez, MBA, C-TAGME, Manager, Graduate Medical Education</i></p>
	<p>Do you know YOUR number? What about your DIO’s? As medical education leaders navigate team management as we return to the office amidst the Great Resignation, attention to individual differences and communication preferences are more critical than ever. What started out as a social media trend, use of the Enneagram personality assessment in our Academic Affairs team is singlehandedly the most impactful culture change initiative we have undergone in the last several years. With a focus on predicted behaviors, triggers, and general perspectives on the world around us, the Enneagram allows leaders and teammates to approach each other with an expanded level of candor and empathy while overcoming generational differences. We will share our Enneagram journey which has led to zero turnover in our GME office throughout the entire COVID-19 pandemic and guide you through the beginning of yours!</p>
	<p>Implementing Systematic Culture Change to Improve Diversity in Graduate Medical Education: Hackensack Meridian Jersey Shore University Medical Center <i>David S. Kountz, MD, MBA, Co-Chief Academic Officer</i></p>
	<p>Implementing systemic culture change to address diversity, equity, inclusion and justice (DEIJ) in graduate medical education is challenging but critical to eliminating health care disparities and increasing recruitment and retention of diverse residents and faculty. But where does one begin? How does one identify opportunities for short term wins and sustained change? This session will be based on the presenter’s 2022 paper “Implementing Systematic Culture Change to Improve Diversity in Graduate Medical Education” published as a rip-out in the Journal of Graduate Medical Education. After a review of the article participants will break out into small groups and work on vignettes using the change model to address systemic culture change. At the end of the session participants will have increased their knowledge of an approach to successfully addressing systemic culture at their home institution.</p>
4:00-5:00	AIAMC World Cafe
	<p>This is a NEW activity at the AIAMC Annual Meeting. Explore the key points of Mr. Levine’s keynote address with your AIAMC colleagues in an atmosphere of fun and fast networking.</p>
5:00-6:30	Reception

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Friday, March 24 th ANNUAL MEETING – AM; NATIONAL INITIATIVE MEETING - PM	
7:00-8:00	Buffet Breakfast; Exhibits Open
8:00-9:00	Plenary 1: What’s So Great About the Great Resignation? <i>Clarence Lee, Jr., MD, MBA, President and CEO, Exhort Health</i>
	Healthcare has been one of the most impacted industries when it comes to the "Great Resignation". As mergers and acquisitions are on the rise in healthcare, physician burnout and lowered job satisfaction continue. The AAMC estimates nearly a 100K shortage of physicians by 2034. Strains for the COVID-19 pandemic and a growing disconnect between the physician population and administration is cited in several surveys as a key component involved in physicians leaving their jobs. Join us in a candid conversation and presentation with Dr. Lee, a physician leadership/entrepreneurship advocate, as he explores not only the challenges physicians currently face, but also an encouraging message on what we can do about it.
9:00-9:30	Break; Exhibits Open
9:30-10:30	Plenary 2: Generational Differences of Well-Being <i>Tricia Elliott, MD, Senior VP, Academic and Research Affairs, JPS Health and Glenda Mutinda, PhD, MFT, Director of Interprofessional Well-Being, JPS Health and Panel Representing Multiple Generations:</i> <i>Early Career: Mikaela Moore, PGY-2 Family Medicine Resident, TriHealth</i> <i>Mid-Career: Dan Harkness, PhD, LMFT, Behavioral Health Faculty, Family Medicine Residency, Co-Chair Wellness Subcommittee, Unity Point- Des Moines</i> <i>Late Career: Ronald Amedee, MD, Dean of Education, Ochsner Health, and Head of the University of Queensland Ochsner Clinical School</i>
10:40-11:55	CONCURRENT BREAKOUT WORKSHOPS
	Med Ed Peer Reviewers CAN Change the Culture & Enhance Their Own Work!: Aurora Health Care, Baylor Scott & White Health, Texas Health, St. Luke’s University Health Network <i>Deborah Simpson, PhD. Director – Education</i> <i>Hania Janek, PhD, MSMEI, Sr VP, Clinical Med Educ Assoc Dean, Campus Ops Baylor College of Medicine - Temple Campus, Baylor Scott & White Health</i> <i>Jacob Bidwell, MD, DIO Aurora & VP, Academic Affairs, Pres AUWWMG, Assoc Dean East Academic Campus UWSMPH</i> <i>Shelly Monks, FACHE, VP & Chief Academic Officer, Texas Health</i> <i>Nicole Salvo, MD, FACOG, Program Director, OB/GYN Residency</i> <i>Victoria Gillet, MD, Associate Program Director for Primary Care Internal Medicine Residency</i> <i>James P. Orlando, EdD, Chief GME Officer and DIO, St. Luke’s University Health Network</i>
	One of the ways to change culture is to help determine what kinds of manuscripts get published in your field. Traditionally journal editors and reviewers under-represent the spectrum of perspectives from those currently active in the field including those historically marginalized in medicine and/or at independent academic medical centers. Yet serving as a

	<p>peer reviewer takes some understanding and preparation from knowledge of the behind-the-scenes processes (e.g., how reviewers are selected) and skills re: how to evaluate and writeup the review. This interactive session with experienced reviewers will overview the process, prepare you serve as a peer reviewer in medical education, and in turn discuss how reviewing improves your own work.</p>
	<p>Common Ground: Blue Zones and the Geologic Determinants of Health: Billings Clinic <i>Virginia (Ginny) Mohl, MD, PhD, DIO/Medical Director of Education</i> <i>Greg Mohl, PhD, Title: Independent Geologist</i></p>
	<p>Geology provides a wide-angle lens from which to reflect on the social and moral determinants of health for learners, educators, and healthcare leaders. Geology determines geography and the geographic barriers to health; healthcare delivery and medical education have been widely studied. Participants will have the opportunity to review their own geologic areas with a focus on identifying potential geologic determinants of health for their communities. Using the framework of the “Blues Zones”, areas of the world with higher rates of centenarians, they will use their new perspective to identify strengths and potential weakness experienced by their most vulnerable patients to create innovative approaches to addressing healthcare, healthcare delivery and/or medical education to improve health for patients in their geologic areas.</p>
	<p>Creating an Equitable Learning Environment: Feedback and Assessment Strategies: Kaiser Permanente Northern California <i>Tessa Stecker, MD, Team Lead; PD KP Northern California Community Medicine Fellowships</i> <i>Matt Symkowick, MD, APD KP Napa-Solano FMRP</i> <i>Ted O’Connell, MD, PD KP Napa-Solano FMRP</i></p>
	<p>A key component to achieving an equitable learning climate is the implementation of equitable feedback and assessment strategies. Traditional approaches to feedback in graduate medical education have not consistently considered how structural and personal bias can affect feedback conversations. Our workshop will review a 5-step process for delivering effective and equitable feedback focusing on self-reflection and culture building to ensure that all learners, including those underrepresented in medicine, receive feedback that contributes to their professional development and growth. Through facilitated small and large group sessions, participants will have an opportunity to explore strategies to create equitable feedback processes including written evaluations and feedback conversations. We will share lessons from our own experiences in redesigning feedback and assessment strategies for equity.</p>
12:00-1:00	Lunch and Annual Town Hall Meeting
1:30-5:00	National Initiative VIII Meeting Four
6:00	Annual Awards Dinner (all meeting attendees invited)
	<p>This event is always a sell-out; plan now to attend and enjoy a most memorable evening with your AIAMC colleagues and friends. In addition to our traditional Weinberg and Innovation awards, we will celebrate all National Initiative VIII teams as well as our <i>Distinction in Diversity</i> scholars. Please note that seating is limited and that a separate registration fee is required. The registration fee covers your dinner and one complimentary drink ticket.</p>

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Saturday, March 25 th ANNUAL MEETING AND NATIONAL INITIATIVE VIII MEETING FOUR (Combined Programming)	
7:00-8:00	Buffet Breakfast; Exhibits Open
8:00-9:30	Plenary 3: National Initiative VIII Summative Presentations <i>All Five Cohorts (10 minutes each followed by NAC Member Response)</i>
	Be ready to be inspired by the learnings and outcomes of 33 National Initiative VII teams whose work focused in the following areas: Clinical QI, Curriculum Development, and Workforce Development. Five 10-minute presentations will be given: one for each of the cohort groups, followed by a reactor panel of National Advisory Council members.
9:30-10:00	Break; Exhibits Open
10:00-10:45	Poster Slam
	The five highest-rated poster submissions will be presented in a poster slam, i.e., executive summary, format by the following AIAMC members:
	The Relationship of Inclusiveness with Resident Clinical Engagement, and Wellness <i>R. Brent Stansfield, PhD, Education Director, Wayne State University/Ascension Providence Rochester Hospital</i>
	Differences in Hypertension Control by Demographics and Social Determinants of Health <i>Victor Kolade, MD, Interim Co-Chief for Quality, Wellness & Research, Sayre Internal Medicine, Guthrie Robert Packer Hospital</i>
	A Simulation-Based Multidisciplinary De-escalation Training for Psychiatry Residents Improves Confidence <i>Mandy Collins MD, Psychiatry Resident, PGY-2, OhioHealth</i>
	Mixed-Method Longitudinal Survey Study: A pilot Study on Resilience, Stress and Burnout in Trainee Physicians after Faculty Delivered Coaching Sessions <i>Parampreet Kaur MD, Research/QI Program Manager St. Luke's University Health Network</i>
	SHIP: a Safety and Health Disparity conference to Improve Patient outcomes <i>Christopher Dale Shamburger, Medical Director of Academic Affairs, University Medical Center New Orleans</i>
10:45-11:30	Staffed Poster Displays, including National Initiative VIII Final Posters
	All posters will be displayed throughout the entire Annual Meeting; this session is dedicated to <u>staffed</u> display. These include posters that support our Annual Meeting focus areas as well as all National Initiative VIII final posters. Prepare to be impressed by this collective body of work!
11:30-12:30	Plenary 4 and Boxed Lunch: Enhancing the Health of Every Community <i>Alisahah Jackson, MD, System Vice President, Population Health Innovation and Policy, CommonSpirit Health; and CEO, Why Health Matters, LLC</i>
	This presentation will focus on how to improve health by focusing on social determinants. It will help identify strategies for addressing health disparities and discuss community as a way to accelerate health equity.
12:30-12:45	Special National Initiative IX Announcement and 2023 Annual Meeting Closing Thoughts

