

# AIAMC 2025 ANNUAL MEETING and NATIONAL INITIATIVE IX MEETING FOUR

## *Thriving: The Power of One to Transform the Future*

Thursday, March 20 <sup>th</sup> ANNUAL MEETING	
8:00-10:00 LaFourche	<b>Pre-Conference Workshop</b> <i>Kathleen Zoppi, PhD, Assistant DIO, Indiana University School of Medicine, Co-Facilitator</i> <i>Dania Mosquera, GME Program Manager &amp; REDCap Administrator, St. Luke's University Health Network, Co-Facilitator</i>
10:00-11:00 St. Landry	<b>Pre-Conference Book Club</b> <i>Caroline Diez, MBA, Manager, GME, JPS Health Network, Co-Facilitator</i> <i>Diana Singer, PhD, Executive Director, Academic Affairs, JPS Health Network, Co-Facilitator</i>
	Featuring <a href="#">WOLFPACK: How to Come Together, Unleash Our Power, and Change the Game</a> <b>Please note that seating is limited and pre-registration is required.</b>
11:00-11:45 PreFunction	<b>Welcome Lunch for First-Time Attendees</b>
12:00-12:15 Louisiana Ballroom	<b>Annual Meeting Opens</b> <i>Joseph Portoghese, MD, AIAMC Board of Directors President</i> <i>Jake Bidwell, MD, AIAMC 2025 Annual Meeting Chairman</i>
12:15-1:45 Louisiana Ballroom	<b>Keynote Address: Strategies to Empower Careers in Academic Medicine in 2025</b> <i>Nancy Spector, MD, Senior Vice Dean for Faculty, Drexel University College of Medicine</i>
	As the healthcare landscape evolves, the state of the workforce presents both opportunities and challenges, underscored by persistent issues in inclusion and equity. Academic medicine faces notable headwinds, including financial pressures, burnout, and shifting expectations for education, research, and patient care. To foster resilience and success, this presentation will explore key strategies for empowering professionals across career stages. These include strategic career planning, conflict resolution, negotiation, leading from middle and managing change in a dynamic environment. By prioritizing these strategies, we can ensure all members of the academic medical community are equipped to advance and thrive, even in these complex times.
1:45-2:30 Louisiana Ballroom Parish Hall	<b>Vendor Partner Intros/Overview and Break; Exhibits Open</b>
2:35-3:50	<b>CONCURRENT BREAKOUT WORKSHOPS</b>
La Fourche	<b>Innovative Climate &amp; Health Education Strategies – Let's Shark It!: Aurora Health Care/ Advocate Health</b> <i>Deborah Simpson, PhD, Director Education – Academic Affairs</i> <i>Aaron A. Levy, DO, FAAP, Pediatric Hospitalist, Atrium Health</i> <i>Suzette Surratt Caudle, MD, Designated Institutional Official (DIO), Atrium Health</i> <i>Eric Anderson, EdD, Director, GME, Novant Health, Presbyterian Medical Center</i> <i>Jacob Bidwell, MD, DIO and Vice President, Academic Affairs</i>
	Session leaders will briefly describe several innovative strategies to supporting climate education in medical education. Following these examples, participants will break up into small groups and each group will brainstorm viable approaches to educate clinicians on climate impacts on patients' health and/or sustainability (e.g., reduce waste, reuse). The best approaches will be presented "shark tank" style to spur creativity and engagement.

St. Landry	<b>The National Center for Interprofessional Practice and Education NexusIPE™ Learning Model: An Approach to Engage Learners and Clinical Teams in Practice Transformation</b> <i>Christine Arenson, MD, FNAP, Director, National Center for Interprofessional Practice and Education</i>
	<p>This interactive session will introduce the National Center for Interprofessional Practice and Education (National Center) NexusIPE™ Learning Model and toolkit as an approach to facilitate iterative, sustainable change in the clinical learning environment with measurable impact on health (Quintuple Aim) and learning outcomes. Christine Arenson, MD, Director of the National Center will introduce the approach. She will then guide participants through an exercise using the Institute of Medicine Interprofessional Learning Continuum model to facilitate defining specific health, system and learning outcomes for their transformation or practice improvement goals, as well as better understand the factors that may enable and interfere with progress at a national, regional, and local level. Participants will leave with new insights into their clinical learning environment and gain experience with a novel, comprehensive model to drive positive change at the local or health system level.</p>
Terrebonne	<b>Simulation Improves Critical Incident Knowledge and Skills: OhioHealth</b> <i>Brad Gable, MD, System Medical Director, Simulation</i> <i>Andrew Kalnow, DO, Care Site Simulation Medical Director - Doctors Hospital; Core Faculty - Emergency Medicine</i>
	<p>Resident and fellow health and wellness is front of mind for their program faculty. The high-stress high-stakes environment in which our learners work, places them at risk for burnout and untoward health effects. Specifically, repeated exposure to critical incidents without proper defusing and stress mitigation techniques can be especially detrimental. Here we describe the implementation of a simulation-based critical incident education. This education not only was well-liked by learners but also lead to a change in the number of critical incidents reported, increased the number of peer mentors to support residents, and aligned graduate medical education with our practitioner health and wellness team. By the end of this session learners will be able to 1) explain the benefits of a simulation-based critical incident education at their institution 2) create a plan for implementation of a similar education 3) analyze enablers and barriers to implementation of the education.</p>
4:00-5:00 La Fourche	<b>AIAMC World Café</b> <i>Philip Clark, Advisor, Clinical Learning Environment, OhioHealth, Co-Facilitator</i> <i>Deborah Simpson, PhD, Director Education – Academic Affairs , Co-Facilitator</i>
	<p>Back by popular demand is the AIAMC World Cafe. A world cafe consists of timed rounds, with participants gathering in small groups. Each group explores the same question for each round. After a round is complete, one person remains at the table as a host, while the others travel to new tables and conversations – spreading the insights from previous discussions. The AIAMC World Café will explore key points of Dr. Spector’s keynote address, and she will join this session to offer her feedback on the groups’ reports-out. <b>Please note that seating is limited, and pre-registration is required.</b></p>
	<p>Back by popular demand is the AIAMC World Cafe. Explore hot topics with your AIAMC colleagues in an atmosphere of fun and fast networking. <b>Please note that seating is limited, and pre-registration is required.</b></p>
5:00–5:30 Parish Hall	<b>Posters Up and Wine Down</b>
	<p>Take a first look at the 50+ posters accepted for display while enjoying a complimentary beverage.</p>
5:30-6:30 Piazza D'Italia	<b>Reception</b>
	<p>Wind down from day one with hors d-oeuvres and beverages in a gorgeous outdoor setting immediately adjacent to the conference hotel. <b>To help us plan and control costs, pre-registration is required. There is no charge for meeting registrants to attend the reception. Your guest may join you with a paid guest registration fee.</b></p>

<b>Friday, March 21<sup>st</sup></b> <b>ANNUAL MEETING – AM; NATIONAL INITIATIVE MEETING - PM</b>	
6:00-6:45 La Fourche	<b>Yoga</b>
	This is a new addition to our program and completely fitting with our conference theme! Start your day thriving with this 45-minute relaxing and invigorating yoga session with a certified instructor. Floor coverings will be provided. <b>Please note that space is limited, and pre-registration is required.</b>
7:00-8:00 Feliciana	<b>Buffet Breakfast; Exhibits Open</b>
8:00-9:00 Louisiana Ballroom	<b>Plenary 1: Teaching Professionalism in the Future: Where Does <i>Thriving</i> Fit In?</b> <i>Karen Warburton, MD, Director of Clinician Wellness Program and Director of Graduate Medical Education Advancement, University of Virginia</i>
	In this session, we will examine the issues that underlie disengagement among graduate medical learners, explore trainee and faculty perspectives <i>service versus education</i> , and redefine engagement as a foundational component of professionalism and wellbeing.
9:00-9:30 Parish Hall	<b>Break; Exhibits Open</b>
9:30-10:30 Louisiana Ballroom	<b>Plenary 2: Putting the Patient First in Chaotic Times</b> <i>Veronica Gillispie-Bell, MD, Medical Director, Louisiana Department of Health</i>
	In this session, we will discuss how to continue putting patients first through patient-centered, equitable care in times of controversy.
10:40-11:55	<b>CONCURRENT BREAKOUT WORKSHOPS</b>
La Fourche	<b>Incentive Compensation in an Academic Environment: The CAMC Academic Incentive Model: Charleston Area Medical Center</b> <i>Doug Knutson, MD, Chief Academic Officer</i> <i>David Perry, Corporate Director of Operations</i>
	Leaders in Independent Academic Medical Centers sometimes struggle to find a compensation model for faculty that balances the need to be clinically productive with the need to support non-revenue generating academic activity. This can lead to faculty dissatisfaction and academic leadership frustration. In 2023, Charleston Area Medical Center (CAMC) instituted an academic incentive bonus model intended to reward clinical and non-clinical productivity in a more balanced way. This workshop will review compensation models currently in use at independent academic medical centers, outline desired elements of a balanced compensation model, describe the CAMC model that aligns departmental goals with institutional initiatives, review outcomes since implementation, and provide supportive examples of the program in action. The workshop will also help participants develop an action plan that would support a similar model in their home institutions.
St. Landry	<b>Nurturing the Soul of Leadership: Leading and Flourishing in Difficult Times: Kern National Network</b> <i>Kimara Ellefson, MBA, National Director of Strategy and Partnerships, Kern National Network</i> <i>Joelle Worm, Administrator/Director of the KNN Learner Network</i>
	Even amid very real systemic challenges in medicine, meaningful transformation can begin with shifting our mental models and leadership paradigms. In this session, we explore how leadership and flourishing intersect within the context of academic medicine and healthcare. Moving beyond traditional hierarchical structures, we will focus on human-centered leadership approaches that enable wholehearted leadership and followership. Participants will engage in reflective exercises to define flourishing in their professional roles, assess its impact on effective leadership and apply principles from relational leadership theory. The session also will introduce practical strategies for enhancing both personal flourishing and leadership

	effectiveness — promoting a more supportive and dynamic environment within academic medicine while nurturing the soul of leadership.
Terrebonne	<b>Identifying Opportunities for Growth and System Alignment by Evaluating Graduate Medical Education Programs through a Health Equity Lens: TriHealth</b> <i>Elizabeth Beiter, MD, Associate Program Director – Family Medicine</i> <i>Becky Fleig, MEd, Administrative Director, Graduate Medical Education</i> <i>Nima Patel, MD, Program Director - OBGYN</i>
	In this session participants will examine the principles of health equity and their intersection with the core components of Graduate Medical Education. During this session, participants will critically examine their current approaches to recruitment, evaluation, curricular development, and system integration as they relate to health equity. We will share our experiences and research in piloting and deploying a holistic application review process, creating and developing a longitudinal health equity curriculum within Family Medicine and how we are connecting these principles to the broader GME community through identifying and leveraging system initiatives as they relate to GME programs. Additionally, through small group exercises and discussion participants will identify current strengths and opportunities to expand this work within their own programs and set a goal and framework for a change to implement upon returning from the conference.
12:00-1:00 Feliciana	<b>Lunch and Annual Town Hall Meeting; Exhibits Open</b>
	Elect new Board members and learn about the latest developments of the AIAMC strategic plan while enjoying lunch with colleagues. This year, we will also celebrate Match Day and our AIAMC members' great results!
1:00-1:30 TBD	<b>Break</b>
1:30-4:00	<b>National Initiative IX Meeting Four</b>
4:00-5:30 Pre-Function	<b>Service Project: HandsOn New Orleans</b>
	Our first-ever service project in 2024 was such a hit that we have decided to make this a regular part of the AIAMC Annual Meeting. The mission of HandsOn New Orleans is to engage, empower, and transform the community through volunteer service. Since 2005, they have engaged with more than 150,000 volunteers and saved the community nearly 30 million dollars through volunteer time and materials. Annual Meeting attendees will make “sneaky STEM” necklaces that will be donated to local high schools in underserved areas. Uplifting messages will be strung with beads using Morse code. Be sure to sign up for this event and give back to the New Orleans community! Letters of confirmed attendance will be provided upon request, which may be particularly attractive for residents seeking serve hours. <b>Please note that space is limited, and pre-registration is required.</b>
6:00 Feliciana	<b>Annual Awards Dinner</b> (all AM and NI meeting attendees invited)
	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 present the first-ever AIAMC National Initiative Impact Award. Additionally, we will celebrate the conclusion of National Initiative IX by honoring all teams. <b>Please note that seating is limited and that a separate registration fee is required.</b> The registration fee covers your dinner and one complimentary drink ticket.
<b>Saturday, March 22<sup>nd</sup></b> <b>ANNUAL MEETING AND NATIONAL INITIATIVE IX MEETING FOUR (Combined Programming)</b>	
7:00-8:00 Feliciana	<b>Buffet Breakfast; Exhibits Open</b>
8:00-9:30 Louisiana Ballroom	8:00 - 8:15 <b>National Advisory Council Reactions</b> 8:15- 9:30 <b>Plenary 3 and NI IX Meeting Four Keynote Address Healthy State: Ochsner Health</b>

	<p><i>Deborah F. Grimes, RN, JD, MSHQS, Senior Vice President, Chief Diversity Officer Ochsner Health</i>  <i>Elizabeth Grush, MBA, PMP, Vice President, Health Outcomes</i>  <i>Eboni Price-Haywood MD, MPH, MMM, FACP, Associate Dean for Health Equity and Public Health, Xavier Ochsner College of Medicine</i></p>
9:30-10:00 Parish Hall	<b>Break; Exhibits Open</b>
10:00-10:30 Louisiana Ballroom	<b>POSTER SLAM</b>
	The three highest-rated poster submissions will be presented in a poster slam, i.e., executive summary, format by the following AIAMC members:
	<p><b>Realities of Residency: The Impact of Wellness Check-Ins and Resident Satisfaction</b>  <i>Natasha Bradley, RMHCI, Staff Psychotherapist Intern, AdventHealth Orlando</i></p> <p><b>A Successful Formula for Financing a Centralized GME Research and Scholarly Activity Support Team</b>  <i>Jacob Bidwell, MD, DIO and Vice President, Academic Affairs, Aurora Health Care</i></p> <p><b>Integrating Community Agencies in Residency Education (iCARE) Through the Development of a Community Outreach Curriculum in a Family Medicine Residency Program</b>  <i>Saboria Thomas, MD, MPH, Resident Physician, Family Medicine, Henry Ford Rochester Hospital</i></p>
10:30-11:15 Louisiana Ballroom	<b>Staffed Poster Displays, including National Initiative IX Final Posters</b>
	All posters will be displayed throughout the entire Annual Meeting; this session is dedicated to <u>staffed display</u> . These include posters that support our Annual Meeting focus areas as well as all National Initiative IX final posters. Prepare to be impressed by this collective body of work!
11:15-12:30 Louisiana Ballroom	<p><b>Plenary 4: Closing Session and Boxed Lunch: Celebration of the AIAMC National Initiatives (NIs) and Announcement of Theme for NI X</b>  <i>Carl Patow, MD, Prior AIAMC Board President and AIAMC National Initiative Founder</i>  <i>Elizabeth (Lily) Browning, DO, Assistant Professor of Family Medicine, Baptist University College of Osteopathic Medicine, and National Initiative V Resident Leader</i>  <i>Brian (Alex) Dummett, MD, Associate Program Director, Internal Medicine, Mid-Atlantic Permanente Medical Group, and National Initiative IV Resident Leader</i></p>
	The AIAMC launched its ground-breaking National Initiative in 2007, creating a vibrant platform for improvements in healthcare quality, health equity and patient care. For the final plenary session of the 2025 AIAMC annual meeting, we celebrate the achievements of 300 quality improvement projects, 70 participating hospitals and 1,500 residents, faculty, students, administrators, nurses, healthcare leaders and others, who have dedicated their efforts to improving healthcare. Finally, in this session we will announce the theme of the 10 <sup>th</sup> AIAMC National Initiative!