

ALLIANCE January/February 2023 Issue

update

Connecting
education
to exceptional
patient care

2023 Innovation Award Winner Named

The AIAMC Board of Directors recently announced **Aurora Health Care** as the winner of the 2023 AIAMC Innovation Award.



We are  Advocate Aurora Health

They will be recognized with

this esteemed honor at our awards dinner in Nashville to be held Friday, March 24th.

Allyship is Important: Culture Change Requires We All Stand Up to Microaggressions

was submitted by **Deborah Simpson, PhD**, Director of Education—Academic Affairs.

Contributing authors were **Jacob Bidwell, MD**, **Terry Frederick**, **Tricia La Fratta MBA**,

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Kjersti Knox MD, **Roxanne Smith MD**, **Jill Patton, DO**, and Office of Academic Affairs.

The Joint Commission has warned that intimidating and disruptive behaviors among

health care professionals can cause medical errors, preventable adverse outcomes,

and decreased patient satisfaction. The cumulative effect of microaggressions has

been shown to have multiple detrimental effects on learning, patient care, and well-

being. Over time, microaggressions result in the upregulation of stress hormones

leading to inflammation and chronic disease secondary to allostatic load. Using

Robert Livingston's PRESS model, Aurora Health Care designed and delivered an

evolving 45–90-minute upstander workshop focused on patient-initiated

microaggressions. To date, 128 participants from nine sessions responded to the two-

-minute survey including faculty, medical students, residents, and other medical

education administrative staff. Increases in retrospective pre-post ratings were seen

across all items. Overall, 96% of respondents would recommend the session to their

colleagues and 78% requested additional training on the GRIT mnemonic (Gather your

thoughts, Restate, Inquire, Talk it out). Universally during the debrief participants have

said "this is hard" and always reported needing more time to practice the scenarios.

Aurora Health Care is no stranger to innovation or the AIAMC Innovation Award,

having been recognized in 2020 and 2016. *Allyship is*

Important: Culture Change Requires We All Stand Up to

Microaggressions will be presented as a breakout session at

the Annual Meeting in Nashville. Congratulations!



2023 Annual Meeting

Our 2023 Annual Meeting will be held March 23rd—25th at the Loews Vanderbilt

Hotel in Nashville. To view the complete agenda and register, visit [https://](https://aiamc.org/event/44)

aiamc.org/event/44 Our conference theme of **Creating a Sustainable Culture: A**

Roadmap for the Future will be delivered by outstanding, nationally- recognized

speakers in an atmosphere of networking and dialogue you won't find at any other

national meeting. Key topics will include generational differences of well-being, the

great resignation, and social and moral determinants of health. You told us last fall in

the Member Benefits Survey that networking and the AIAMC Annual Meeting were

the most highest valued benefits of membership.....we trust this means we will see

you in Nashville!

The AIAMC Innovation Award is presented on an annual basis to our institutional member who best exemplifies creative and innovative approaches to medical education and research in the following categories:

- The development and/or implementation of innovative medical education programs for residents, physicians and other staff and may include curriculum development and implementation, assessment methodologies, and/or outcomes related to medical education initiatives.

- Innovation significant themes such as provider well-being, quality improvement, population health, health disparities and/or cultural competency initiatives involving residents, physicians and other staff and related outcomes.

- The development and/or application of scientific discoveries. Areas of research may include education, health care improvement, biomedical research and/or translational research.

Inside this issue

National Initiative News.....2

February Webinar2

2023 Vendor Partners....3 - 4

National Initiative News

National Initiative VIII JEDI: *Justice, Equity, Diversity, Inclusion* will come to a close at its fourth and final meeting March 24th and 25th at the Loews Vanderbilt Hotel in Nashville. Following a welcome on Friday afternoon from co-chairs **David Kountz, MD, MBA, MACP**, and **Virginia “Ginny” Mohl, MD, PhD**, attendees will hear from the *Distinction in Diversity* scholars. Ample time will be spent in cohort groups, with a member of the National Advisory Council (NAC) joining each cohort. Day one will end with closing thoughts and a meeting of NAC to prepare for the next day’s programming. All NI VIII teams and *Distinction in Diversity* scholars will be honored at the awards dinner that evening. Saturday morning, a representative from each of the five cohorts will present their project’s outcomes, and members of the National Advisory Council will present their findings regarding trends and lessons learned. Saturday’s programming will run concurrently with the AIAMC Annual Meeting and will include the annual Poster Slam, staffed poster displays, and a closing plenary by **Alisahah Jackson, MD**, System Vice President, Population Health Innovation and Policy, CommonSpirit Health; and **CEO, Why Health Matters, LLC**. The AIAMC Annual Meeting and NI VIII Meeting Four will end with a most exciting announcement regarding the theme for National Initiative IX. We look forward to seeing many of you in Nashville!



The AIAMC National Initiative (NI) is the only national and multi-institutional collaborative of its kind in which residents lead multidisciplinary teams in quality improvement projects aligned to their institution’s strategic goals. Sixty-nine hospitals and health systems and nearly 1,400 individuals have participated in the AIAMC National Initiatives since 2007 driving change that has resulted in meaningful and sustainable outcomes improving the quality and safety of patient care.

Register Now for First Webinar of 2023

Looking Back and Moving Forward: Perspectives of AIAMC Leaders will be presented on Thursday, February 16th at 1:00 pm Eastern and features members of the AIAMC Executive Committee as follows:

- **Shelly Monks, FACHE**, Vice President and Chief Academic Officer, **Texas Health**; and AIAMC Immediate Past President
- **Heather Sankey, MD**, Burkman Endowed Chair of Obstetrics & Gynecology, Baystate Health Professor and Chair, **UMass Chan-Baystate**; and AIAMC President
- **Joseph D. Portoghese, MD, FACS**, Chief Academic Officer/Designated Institutional Official, **AdventHealth Orlando**, and AIAMC Vice President
- **James Orlando, EdD**, Chief Graduate Medical Education Officer, ACGME Designated Institutional Official, **St Luke’s University Health Network**; and AIAMC Secretary-Treasurer
- **Victor Kolade, MD**, Core Faculty, Internal Medicine Residency, **Guthrie Clinic**; Clinical Professor of Medicine & Regional Clerkship Director for Internal Medicine; and AIAMC Executive Committee At-Large Member



Begin 2023 by registering for this thought-provoking and motivating AIAMC webinar! We asked our members last fall to rank order AIAMC-member benefits, and NETWORKING once again came in on top. Members of the AIAMC Executive Committee will share what they have learned through their careers in a relaxed “interview-style” format: in both their day jobs and volunteer leadership positions. They will also welcome your questions and identify future opportunities for continued growth. Take an hour to network. Take an hour for you..... to pause and reflect upon your own lessons learned as well as a fulfilling future professional path. To learn more and register, visit <https://aiamc.org/event/49>.



SPOTLIGHT ON OUR VENDOR PARTNERS

LAK Group: Silver Sponsor

Great employees don't just walk into an organization, they're strategically hired and carefully developed. At the LAK Group, we help transform business goals into human strategies. We work with organizations to find and develop the talent you need to provide a great patient experience and quality clinical outcome, and work to help you build a culture that inspires your staff to grow and thrive. We specialize in transforming careers, cultures, and organizations from selection through succession. The quality outcomes we get with our healthcare partners include inspired clinicians, effective nurse managers, improved caregiver and patient experience, strong clinician leaders, and resilient organizations able to adapt the everchanging healthcare market.

Our adaptive learning approach creates a personalized learning experience for every individual that address the demanding work schedule that many healthcare provider experience. We leverage Dyad Coaching, micro-learning, experiential learning, and emerging technology to generate behavioral change that positively impacts leadership effectiveness, caregiver experience, and clinical outcomes.

Our team has a depth of experience with healthcare systems and clinicians. To learn more, visit lak-group.com and plan to visit our exhibit table at the Annual Meeting in Nashville!

Call for 2023 Partners

We are still accepting applications from vendor partners for 2023; the information packet may be downloaded here: [2023 Partner Packet](#) We rely on vendor support and need your help: think about the vendors you use that help your medical education enterprise be more successful.....might these companies be a good fit for the AIAMC Partners Program? **AIAMC members who refer a new vendor to us that results in a partner contract will receive a FREE 2023 Annual Meeting registration: a savings of \$850!** Contact Kimberly Pierce Burke at kimberly@aiamc.org for more information.



Partnership Program



The AIAMC Partners Program is designed to cultivate a meaningful relationship between our members and the companies that sponsor AIAMC educational outreach programs. Partner support is critical to our ongoing ability to develop and present substantive programs with knowledgeable faculty in central and appealing locations.

**Thank you
to our vendor
partners!**

If you would like to be a vendor partner with AIAMC, contact Kimberly Pierce Burke, Executive Director, by e-mailing kimberly@aiamc.org.

2023 Vendor Partners Announced

The AIAMC Partners Program is designed to cultivate a meaningful relationship between our members and the companies who so generously sponsor our educational outreach programs. You will have the opportunity to meet key representatives from these companies at our Annual Meeting March 23rd thru 25th in Nashville. If you are unable to attend the Annual Meeting, additional information will be available throughout the year via our *Alliance Update* newsletter and website. The Alliance recognizes and appreciates the importance of developing and maintaining positive relationships with these organizations. Their support is critical to our ongoing ability to develop and present substantive programs with knowledgeable faculty in central and appealing locations.

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Exhibitors



AIAMC Mission Statement

To serve as a learning organization of independent academic medical centers through the application of innovative education and scholarship that drives exceptional patient care.

AIAMC Vision Statement

To be the leader in achieving exceptional health and well-being outcomes for the communities we serve through medical education and scholarship.

The Alliance of Independent
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Please send news submissions to Kimberly Pierce Burke, Executive Director, by e-mailing kimberly@aiamc.org or by calling 330.497.8332.

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In our next issue

- Weinberg Award Winner
- Annual Meeting Reflections
- Partner Profiles