

AIAMC 2026 ANNUAL MEETING and NATIONAL INITIATIVE X MEETING TWO
Anchored in Purpose: Leading Through Uncertainty with Compassion and Courage

Thursday, April 16th: ANNUAL MEETING	
8:00-10:00 Gardenia 1	Pre-Conference Workshop: The Hidden Curriculum for GME Professionals <i>Phil Clark, Advisor, Clinical Learning Environment, OhioHealth, Co-Facilitator</i> <i>Jay Jimenez, MBA, Director, Graduate Medical Education, AdventHealth Orlando, Co-Facilitator</i>
	Based upon YOUR feedback in a member survey, the most pressing issues for GME professionals are HR Corrective Actions , such as learner accommodations, documentation of performance issues, removal of learners from duty, and others. Join us for an interactive, case study-based discussion with the wisdom of a reactor panel representing human resources, GME, and well-being experts. Start the AIAMC Annual Meeting with this exceptional networking!
10:00-11:00 Gardenia 2	Pre-Conference Book Club <i>Caroline Diez, EdD, Director, Graduate Medical Education, JPS Health Network, Co-Facilitator</i> <i>Diana Singer, PhD, Executive Director, Academic Affairs, JPS Health Network, Co-Facilitator</i>
	Featuring <i>The Energy Bus</i> The Energy Bus: 10 Rules to Fuel Your Life, Work, and Team with Positive Energy: Gordon, Jon, Blanchard, Ken: 9780470100288: Amazon.com: Books Please note that seating is limited and pre-registration is required.
11:00-11:45 Orchid Terrace	Welcome Lunch for First-Time Attendees
12:00-12:15 Poinsettia 1 & 2	Annual Meeting Opens
12:15-1:45 Poinsettia 1 & 2	Keynote Address: When The Winds Shift: Leading with Purpose and Courage In Uncertain Times <i>Stephanie Call, MD, Program Director, Valley Health Internal Medicine</i>
	Through stories from Hurricane Helene and other challenging experiences, the presenter will discuss key leadership principles and specific strategies that support effective leadership in uncertain and high stress environments. The presentation will highlight key leadership readings and resources for continued personal and professional growth. Participants will have the opportunity to reflect on their own challenge and to set goals for growth in this area.
1:45-2:30 Poinsettia 1 & 2 and Poinsettia 3 (break)	Vendor Partner Intros/Overview and Break; Exhibits Open
2:35-3:50	CONCURRENT BREAKOUT SESSIONS (Three Offered; Choose One)
Gardenia 1	BYO AI: The Organizational Urgency to Provide Training in Artificial Intelligence: American Medical Association (AMA) <i>Margaret Lozovatsky, MD, FAMIA, Chief Medical Information Officer & VP, Digital Health Innovations</i>
	The recent accessibility of artificial intelligence (AI) tools has driven a flurry of experimentation in health care, disrupting our traditional understanding of care delivery and of learning. Few physicians and other health professionals have had foundational training in AI. According to the 2024 Microsoft Work Trend Index, 75% of US knowledge workers are using AI at work, but 60% of leaders report a lack of organizational vision to implement AI - don't be among those lacking a plan! Upon completion of this session, participants will be able to: 1) describe the urgency for incorporating training about AI into their programs and 2) pursue specific organizational action steps to integrate AI.
Gardenia 2	Empathy Matters: Strengthening Leadership Through Targeted Empathy Training for Medical Education Leaders – JPS Health Network <i>Caroline Diez, EdD, MBA, C-TAGME, Director, Graduate Medical Education</i> <i>Diana Singer, PhD, RN, CCRN, CNE, C-TAGME, Executive Director, Academic Affairs</i>
	Empathy is an essential yet often overlooked skill in medical education leadership, where individuals must balance competing priorities, navigate emotional complexity, and sustain

	<p>institutional effectiveness. Leaders play pivotal roles but frequently lack structured opportunities to develop the interpersonal capacities needed for success. This session introduces a targeted, evidence-informed empathy training program that addresses these gaps by supporting leaders' well-being, strengthening communication, and promoting professional growth. Presenters will share the program's framework, facilitation model, and strategies for effective implementation, including tools to measure empathy growth over time and methods that foster long-term participant engagement. Participants will engage in a sample activity from the curriculum and consider adaptations for their own organizations. The session will also address common barriers to empathy development and offer solutions that have proven effective in diverse contexts. Attendees will gain practical resources, handouts, and a toolkit designed to integrate empathy training into leadership development, helping build more resilient, compassionate, and connected medical education communities.</p>
Camellia	<p>Moving the Needle: Creating an Inclusive and Equitable Learning Environment to Support Underrepresented in Medicine Learners – OhioHealth <i>Nanette Lacuesta MD, Program Director, GME Inclusion and Belonging</i> <i>Millennium Manna, Medical Student (Class of 2027), The Ohio State University COM</i></p>
	<p>In recent decades, there have been efforts to increase historically marginalized communities in the medical field, particularly racial and ethnic groups who have been described by the Association of American Medical Colleges (AAMC) as underrepresented in medicine (UIM). While these efforts have primarily focused on boosting the number of UIM students, few have addressed support to create an inclusive and equitable learning environment. In one study, 44% of residents reported burnout, with statistical significance showing UIM burnout at 61% compared to 37% for non-UIM. Another study found that minority residents were eight times more likely to take extended leaves of absence and 30% more likely to withdraw than their white counterparts. Therefore, it is important to recognize the need to create an equitable learning environment that not only attracts but also supports and retains UIM residents and faculty. Previous research demonstrated that UIM residents encounter daily microaggressions, are often tasked as race/ethnic ambassadors, and are more likely to withdraw or take a leave of absence. This project aimed to identify effective strategies for retaining and supporting UIM residents and understanding baseline efforts in our institution. We conducted a literature review to identify best practices in retention and support strategies for learners with a focus on UIM residents. We then surveyed 34 programs representing over 400 learners on baseline efforts and created a strategic plan to support an inclusive and equitable learning environment, as well as an infrastructure to measure improvement after targeted interventions to address the biggest gaps in best practices. Attendees of this session will complete a self-assessment of their institutions baseline efforts in best practices, create a strategic plan to support an inclusive and equitable learning environment, and learn how our GME program successfully “moved the needle” on inclusion culture.</p>
4:00-5:00	CONCURRENT BREAKOUT SESSIONS (Two Offered; Choose One)
Gardenia 1	<p>AIAMC World Café <i>Jay Jimenez, MBA, Director, Graduate Medical Education, AdventHealth Orlando, Co-Facilitator</i> <i>Deb Simpson, PhD, Director, Education – Academic Affairs, Aurora Health Care, Co-Facilitator</i></p>
	<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. Call’s keynote address.</p>
Gardenia 2	<p>Flourishing Practices in Residency Training: Connecting and Reconnecting to Self and Others: Kern National Network for Flourishing in Health <i>Sarah Ozurumba, Program Manager, Learner Network</i> <i>Andrew Sy, MD, Attending Physician, Pediatrics Advanced Care Team, Niklaus Children’s Hosp</i></p>
	<p>Evidence-based practices exist to promote human flourishing through individual and collective endeavors. This breakout session will explore such practices and strategies with application to</p>

	residency training environments even in times of challenge and disruption. Practical applications will reference a framework including interdependent concepts of character, caring, practical wisdom, and flourishing and integrate the Arts & Humanities, Narrative Medicine, Character Education, Positive Psychology, and Social and Emotional Learning and Intelligence. Activities support the ACGME Competency 4.3g Professionalism-Residents must demonstrate the ability to recognize and develop a plan for one’s own personal and professional well-being.
5:00-5:30 Poinsettia Foyer	Posters Up and Wine Down
	Take a first look at the 30 National Initiative storyboards while enjoying a complimentary beverage.
5:30–6:30 Orchid Terrace	Reception
	Wind down from day one with hors d-oeuvres and beverages in a gorgeous outdoor setting immediately adjacent to the conference hotel. 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.
Friday, April 17th: ANNUAL MEETING – AM; NATIONAL INITIATIVE MEETING - PM	
7:00-8:00 Poinsettia 3	Buffet Breakfast; Exhibits Open
8:00-9:00 Poinsettia 1 & 2	Plenary 1: National Panel on the State of Medical Education <i>Lisa Howley, PhD, Senior Director for Transforming Medical Education, AAMC</i> <i>Cynthia Kelley, DO, Chair, Institutional Review Committee ACGME</i> <i>Catherine Apaloo, MD, Sr. VP and Chief IMG Experience Officer, Inteleth</i>
9:00-9:30 Poinsettia 3	Break; Exhibits Open
9:30-10:30 Poinsettia 1 & 2	Plenary 2: Advocacy in Action: AIAMC Members Lead Academic Enterprise Growth <i>Jennifer “JJ” Carmody, CPA, Director of Health Policy and Government Relations, Billings Clinic (<100 residents)</i> <i>James Campbell, MD, President, CAMC Institute for Academic Medicine (100-300 residents),</i> <i>Ted O’Connell, MD, Director of Medical Education – Institute for Medical Education, Kaiser Permanente Northern California (>300 residents)</i>
10:40-11:55	CONCURRENT BREAKOUT SESSIONS (Three Offered; Choose One)
Gardenia 1	Reframing Professionalism as Trust: Moving Beyond “It’s Just Your Perception” to Why it Matters – Aurora Health Care/Advocate Health <i>Deborah Simpson, PhD, Director Education – Academic Affairs, Aurora Health Care</i> <i>Nicole Salvo, MD, FACOG, Program Director, OB-Gyn, Aurora Health Care</i> <i>Suzette Caudle, MD, DIO, Atrium Health Carolinas Medical Center</i> <i>Tricia La Fratta, MBA, Manager, GME Programs, Aurora Health Care</i> <i>Leah Delfinado, MD, DIO, Advocate Health</i> <i>Wilhelm Lehmann, MD, Program Director, Family Medicine, Aurora Health Care</i> <i>Kari Oliver, MD, OB-Gyn Faculty, Aurora Health Care</i> <i>Jacob Bidwell, MD, DIO & VP, Academic Affairs, Aurora Health Care</i>
	“That’s just your perception” is an often-heard statement when someone says, “That’s unprofessional.” But what if professionalism is reframed as trust? In this interactive workshop we’ll unpack how perceptions of unprofessional behavior impact everything from learning, feedback, and teamwork to patient outcomes. Reframing professionalism as trust – an entrustment activity - grounded in current literature and organizational data, can bring a new lens to this challenging issue. Participants will engage in a behavior-based trust assessment, small-group discussions, and a reenactment exercise (yes, with a touch of theater and song) to

	examine the four core elements of trust to co-create practical, evidence-informed strategies to remediate behaviors that undermine trust.
Gardenia 2	SHINE from the Start: Building the Medical Education Pipeline through High School and College Internships: JPS Health Network <i>Diana Singer, PhD, RN, CCRN, CNE, C-TAGME, Executive Director, Academic Affairs</i> <i>Tricia Elliott, MD, FAAFP, Sr. Vice President, Academic & Research Affairs</i> <i>Virginia Chandlee, PhD, RN, Manager, Clinical Experience</i>
	Workforce projections show a looming shortage of 3.2 million healthcare workers by 2030, underscoring the urgency of creative pipeline solutions. The Students in Healthcare for Individual Empowerment (SHINE) Program at JPS Health Network engages high school and college students in immersive, belonging-focused experiences to ignite purpose and prepare the future workforce. This session highlights the SHINE model from its origins in a workforce development grant to its transition toward donor and institutional sustainability. Presenters will share lessons learned in building belonging through mentorship, curriculum, and structured reflection, while addressing challenges of measuring success in programs that shape purpose and identity as much as career outcomes. Through dialogue, case studies, and peer exchange, participants will leave with strategies to strengthen pipeline programs, foster resilience, and anchor students in purpose as they enter healthcare.
Camellia	Level Up Your Leadership and Understanding Organizational Dynamics: St. Luke's University Health Network and Legacy Health <i>James "JP" Orlando, EdD PCC, ACTC, Chief Medical Education Officer/DIO, St. Luke's</i> <i>Jennifer LeTourneau, Section Chief, Pulmonary, Allergy, Critical Care, Sleep at VA Portland Healthcare System</i>
	Beyond obligatory responsibilities, Designated Institutional Officials (DIOs) take on strategic learning roles that elevate GME beyond mere compliance to achieve continuous improvement and excellence. These expanded responsibilities often include organizational alignment and strategic resource management, educational innovation and leadership, and financial stewardship to name a few. DIOs must balance competing institutional priorities and goals while ensuring the education and well-being of learners in the environment. Participants will leave session with a better understanding of how power systems work in their organizations and strategies to increase their leadership effectiveness.
12:00-1:00 Poinsettia 3	Lunch and Annual Town Hall Meeting; Exhibits Open
	Elect new Board members and learn about the latest developments of the AIAMC strategic plan while enjoying lunch with colleagues.
1:15-4:00	National Initiative X Meeting Two (programming TBD by CIAQ)
4:00-6:00 Throughout Resort	Well-Being Time
	Conference attendees are encouraged to take advantage of this free time by visiting the award-winning spa https://www.omnihotels.com/hotels/san-diego-la-costa/wellness , relaxing by one of the eight pools, or taking a leisurely walk around the gorgeous 400-acre resort.
6:00 Valley Promenade	Annual Awards Dinner (all AM and NI meeting attendees invited)
	Enjoy a most memorable evening with your AIAMC colleagues and friends. 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.

Saturday, April 18th: ANNUAL MEETING AND NATIONAL INITIATIVE X MEETING TWO (Combined Programming)	
7:00-8:00 Poinsettia 3	Buffet Breakfast; Exhibits Open
8:00-8:15 Poinsettia 1 & 2	Welcome Back and Plans for the Day

8:15-8:45 Poinsettia Foyer	Staffed Poster Displays
	All posters will be displayed throughout the entire Annual Meeting; this session is dedicated to <u>staffed</u> display of our 30 National Initiative storyboards. Prepare to be impressed by this collective body of work!
8:45-10:00	CONCURRENT BREAKOUT SESSIONS (Three Offered; Choose One)
Gardenia 1	Turbulent Waters: Partners in Navigating Changing Immigration Policies: Cleveland Clinic <i>Janice Bianco, Director, Visa & Immigration Services</i>
	Immigration policies and procedures are changing rapidly. To maintain your resilience and provide the best possible service to your programs and international trainees it is important to identify partners who can advise, coach and support you and your trainees. This session will help you identify the internal/external partners, advisors, coaches and mentors you need to sustain quality service to all.
Camellia	Application of Working Genius to Team-Building: An Innovative Approach to Medical Education – Guthrie Clinic <i>Victor Kolade, MD, FACP, Internal Medicine Clerkship Director, Guthrie Clinic, and Professor of Medicine & Regional Clerkship Director for Internal Medicine, Geisinger Commonwealth SOM</i> <i>Oluwagbemiga Oyeleye, MBBS, Resident Physician, Internal Medicine</i>
	An interactive session discussing 6 types of Working Genius as identified by Patrick Lencioni in <i>The 6 Types of Working Genius: A Better Way to Understand Your Gifts, Your Frustrations and Your Team</i> (2,3). The didactic portion is illustrated using examples from undergraduate as well as graduate medical education. It is anticipated that participants would understand not only the basic concepts of Working Genius but also its applications to teaming for scholarly activity.
Gardenia 2	Leading Through Disruption: Stories that Shape Resilient Leaders and Systems – JPS Health Network <i>Diana Singer, PhD, RN, CCRN, CNE, C-TAGME, Executive Director, Academic Affairs</i> <i>Tricia Elliott, MD, FAAFP, Sr. Vice President, Academic & Research Affairs</i> <i>Caroline Diez, EdD, Director, Graduate Medical Education</i>
	Feeling isolated in your role as a medical education leader? Struggling with HR dilemmas, legal concerns, or high-stakes remediation? You are not alone. This session brings together over 45 years of combined leadership experience to explore shared challenges and practical strategies for resilience, empathy, and teamwork in complex situations. Through interactive case studies, breakout discussions, and collaborative reflection, participants will strengthen leadership skills, build peer connections, and leave with resources to continue navigating disruption with confidence, compassion, and courage.
10:00-10:30 Poinsettia	Break; Exhibits Open
10:30-11:45 Poinsettia 1 & 2	Plenary 3: National Initiative X Top Storyboards Slam and Boxed Lunch
	Instead of our traditional Poster Slam, residents and junior faculty from National Initiative X teams will share innovative approaches taken in the following areas: AI, Professionalism, Professional Identity Formation, and others that support our Annual Meeting theme. The top storyboards – one from each of the four cohorts – will be selected on-site by National Advisory Council (NAC) members. The four presenters will share their storyboards in rapid, ten-minute presentations, and will be awarded a free meeting registration to NI X Meeting Four. You will definitely want to stay until the end of the meeting to see who is chosen....might it be someone from your home institution?
11:45-12:00 Poinsettia 1 & 2	Annual Meeting and National Initiative X Meeting Two Closes <i>Closing Remarks: Reham Shaaban, DO, 2027 Annual Meeting Chair, and Theresa Azevedo-Rouso, MPA, NI X Co-Chair</i>