



Tomorrow's Doctors, Tomorrow's Cures®

## **Minority Faculty Career Development Seminar**

Jointly sponsored by the Association of American Medical Colleges and Harvard Medical School,  
Department of Continuing Education

September 12 – 15, 2008  
The Westin Alexandria  
Alexandria, VA

Association of  
American Medical Colleges



**Thomas D. Sequist, M.D., MPH**  
Brigham and Women's Hospital

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**Saturday, September 13 (cont'd)**

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Division of General Medicine

This presentation sets the stage for the entire meeting. The speaker will provide a broad overview about academic medicine and what is involved in being a faculty member in an academic medical center. The speaker will focus on the challenges minority faculty face and offer suggestions for overcoming these barriers/challenges. Special attention will be given to the changing environment (health care delivery and financing) and implications for faculty development.

10:15 am – 10:30 pm Refreshment Break

*[INSERT LOCATION]*

10:30 am – 12:30 pm **Session II**

*[INSERT LOCATION]*

**Developing Your Negotiating Skills**

Speaker:

**Jeanette E. South-Paul, M.D.**  
Professor and Chair  
Department of Family Medicine  
University of Pittsburgh School of Medicine

Leaders in academic medicine must be effective negotiators to achieve their goals. A variety of simulation exercises will be used to give participants an opportunity to assess, improve, and use their skills to succeed in an academic environment.

12:30 – 1:45 pm

**Lunch**

*[INSERT LOCATION]*

1:45 – 3:15 pm

**Session III**

*[INSERT LOCATION]*

**Demystifying the Promotion Process**

Speaker:

**Laura Schweitzer, PhD**  
Chief Academic Officer

Mary Imogene Bassett Hospital

**Saturday, September 13 (cont'd)**

Promotion and tenure requirements, policies, and review practices often seem cloaked in secrecy. This workshop will assist participants in taking an active role in preparing for promotion review. Participants will learn how to uncover the criteria and evaluation procedures at their institutions, and how to prepare materials for submission that specifically address the criteria. They will have an opportunity to examine their own curricula vitae (CV) from the perspective of a promotions committee. Please review and bring a copy of your institution's promotion and tenure guidelines; be ready to discuss anticipated challenges. In addition, bring an updated copy of your CV.

3:15 – 3:30 pm	<b>Refreshment Break</b>	<i>[INSERT LOCATION]</i>
3:30 – 5:00 pm	<b>Session IV</b>	<i>[INSERT LOCATION]</i>

**Academic Advancement on the Educator Track**

Speaker:

**Denice Cora-Bramble, MD, MBA**  
 Executive Director  
 Goldberg Center for Community Pediatric Health  
 Children's National Medical Center

During this interactive workshop, participants will learn to develop an educator's portfolio that can be submitted to an Appointment, Promotions and Tenure (APT) committee. Specific portfolio building opportunities will be discussed with an emphasis on the development of tangible curricular and other educational products. The workshop leader will share her own portfolio which was recently and successfully used for promotion to full professor. Finally, professional development opportunities for aspiring or current educators will be discussed. Please bring your educational materials, curricula and teaching evaluations to receive portfolio-building feedback and suggestions.

5:00 – 6:30 pm	<b>Group Activity for Sessions III and IV</b>	<i>[INSERT LOCATION]</i>
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Following sessions III and IV participants will have an opportunity to engage in a group activity and obtain feedback on their curricula vitae, promotion and tenure guidelines, and portfolio materials.

6:30 pm Dinner on your own

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**Sunday, September 14**

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7:30 am – 5:00 pm Registration Open *[INSERT LOCATION]*

8:00 am – 9:30 am Continental Breakfast *[INSERT LOCATION]*

**Session VI**  
**“Personal Life Balance”**

**Breakfast discussion:** Working long hours and never feeling "caught up"? Sacrificing too much personal time for professional success? Come out and join fellow physicians and academicians in a rap session to share how they've balanced their lives to excel as a faculty, while maintaining personal satisfaction and spending quality time with family and friends.

9:30 am – 11:30 am **Session VII**

**Mentoring: Finding a Mentor, Being a Mentor, Developing Professional Networks, and Collaborative Support**

Speaker:

**Lisa Cooper, M.D., MPH**

Professor of Medicine, Epidemiology, and Health Policy & Management  
 Johns Hopkins Medical Institutions  
 Division of General Internal Medicine  
 Welch Center for Prevention, Epidemiology, and Clinical Research

The right mentor can help advance an academic career. However, if you do not have a mentor, finding one and developing that special relationship can seem impossible. The challenges are especially great for minority faculty. This workshop will explore the issues related to mentoring and to being mentored. It will also focus on issues of networking concerns and building professional relationships.

11:45 am – 1:30 pm Luncheon and Break *[INSERT LOCATION]*

1:30 pm – 3:30 pm **Session VIII**

**Clinical Investigation: Characteristics of Productive Researchers and Their Careers**



9:15 am – 11:15 am **Session X**

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**Monday, September 15 (cont'd)**

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**Successful Medical Research Models: Opportunities in Academic Research**

**Speaker:**

**Kay Johnson Graham**

Targeted Outreach and Recruitment Program Manager  
Office of Equal Opportunity and Diversity Management  
National Institutes of Health

**Background and Purpose:**

The National Institutes of Health (NIH) serves as the primary Federal agency for conducting and supporting outstanding medical research. Composed of 27 Institutes and Centers, the NIH provides leadership and financial support to researchers in every state and throughout the world. The NIH's major goal is to advance significantly the Nation's capacity to protect and improve health. One of the primary focus areas is to promote and facilitate training and funding opportunities so that faculty, postdoctoral fellows, and student trainees may pursue and advance research to its fullest extent. To this end, the Outreach and Recruitment Branch of the NIH's Diversity Office seeks to partner and inform candidates on research opportunities by promoting partnerships with individuals, organizations, societies, and institutions primarily with a focus on increasing the participation of underrepresented minorities and women in medical research, as well as promoting research collaboration.

**The NIH workshop will:**

- Showcase successful models in academic medicine to reduce the burden, incidence, and prevalence of disease in underserved and minority communities.
- Present NIH research funding and training opportunities for faculty
- Demonstrate how to access your individual and institutional research capability to successfully advance and secure a winning grant proposal as well as intramural opportunities.

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**Monday, September 15 (cont'd)**

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11:15 am -11:30 am **Break and Hotel Check-out**

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## **Monday, September 15 (cont'd)**

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11:30 am – 12:45 pm **Session XI**

### **Overview of the Agency for Health Care Research and Quality (AHRQ) and its Funding Priorities**

Speaker:

#### **Francis D. Chesley, M.D.**

Director, Extramural Research, Education and Priority Populations  
Agency for Health Care Research and Quality

This session will involve discussions on The Agency for Health Care Research and Quality (AHRQ), its mission and funding priorities and how participants can successfully apply for their grants. AHRQ's mission is to improve quality, safety, efficiency, and effectiveness of health care for all Americans. Information from AHRQ's research helps people make more informed decisions and improve the quality of health care services. AHRQ was formerly known as the Agency for Health Care Policy and Research. AHRQ sponsors and conducts research that provides evidence-based information on health care outcomes; quality; and cost, use, and access.

12:45 pm – 2:00 pm **Closing Lunch and Wrap Up**

Speaker:

#### **Charles Terrell, EdD**

Chief Diversity Officer  
Diversity Policy and Programs  
Association of American Medical Colleges