Creating a Departmental Leadership Training Plan

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Department of Surgery
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Surgeon-in-Chief, UAB Medicine
Leadership Training in a Department of Surgery

**Why?**

- Engagement of faculty in departmental activities
- Pipeline training for future departmental/institutional leaders
- Retention of talent
Leadership Progression

ASSISTANT PROFESSOR ➔ ASSOCIATE PROFESSOR ➔ FULL PROFESSOR

LEADERSHIP

How?

- Create leadership roles
- Identify training opportunities
- Define rules
  - One role for one person
  - Finite appointment to allow progression
Leadership Progression

ASSISTANT PROFESSOR → ASSOCIATE PROFESSOR → FULL PROFESSOR

LEADERSHIP

Grand Rounds Directors

Leadership Roles
Spotlight on Surgical Grand Rounds

Trauma During Times of War and Peace

Visiting UCSF professor, M. Margaret Knudson, MD, FACS, discusses advancements in technology and best practices in trauma surgery, including better collaboration between military and civilian trauma surgeons.

Complete the CME Test >
CME Accreditation Information >

Surgical Coaching for Performance Improvement

Visiting University of Wisconsin professor, Caprice Christian Greenberg, MD, MPH, discusses the challenges in overcoming learning gaps among surgeons. She highlights the advantages of video-based coaching over real-time instruction, as well as self-assessment tools.

Complete the CME Test >
CME Accreditation Information >

Evolution of Surgical Care in Breast Cancer

Visiting University of Iowa professor, Ronald J. Weigel, MD, PhD, MBA, discusses advances in breast cancer treatment, including how the biology of specific breast cancers affect patient care, specifically, how patterns of gene expression can predict life expectancy, and the impact of neoadjuvant therapy on outcomes.

Complete the CME Test >
CME Accreditation Information >
Leadership Progression

ASSISTANT PROFESSOR → ASSOCIATE PROFESSOR → FULL PROFESSOR

LEADERSHIP

Grand Rounds Directors
Women in Surgery
Women in Surgery Group

- Advise and Support Current and Future Women Surgeons
- Annual Women in Surgery Visiting Professor
- American Medical Women’s Association Local Chapter
- Events throughout the year

Lauren Tanner  Catherine Parker
Emily Spangler  Rachael Lancaster
Women in Surgery

- Hosting 2017 AWS Kim Ephgrave Visiting Professor
  - May 15-16, 2017
  - Sharon L. Stein, M.D., Case Western Reserve University

- 2017 Women in Surgery Lecture
  - April 10-11, 2017
  - Taylor S. Riall, M.D., Ph.D., Chief, Division of General Surgery and Surgical Oncology at The University of Arizona
Leadership Progression

- Assistant Professor
- Associate Professor
- Full Professor

Leadership Roles:
- Grand Rounds Directors
- Women in Surgery
- Clerkship Directors
Medical Student Education

Third- and Fourth-Year Surgery Clerkships

- Third-Year: Richard Stahl
  - Changes:
    - Revise the med student rotations
    - Elimination of preceptor meetings and replacement with CD conference
    - Expansion of orientation to include skills training early in clerkship
    - Changing the lecture series to follow outline of textbook
    - Appoint rotation directors on each service

- Fourth-Year: Britney Corey
  - Goals:
    - Update and revise course catalog
    - Update and revise objectives
    - Develop a website with information for 4th-year students
    - Outreach to other campuses
    - Review graduating student surveys for opportunities for improvement
    - Formalized 4th year curriculum with lectures
    - Develop the acting internships further
Training Opportunities

Leadership Roles

Leadership Progression

ASSISTANT PROFESSOR → ASSOCIATE PROFESSOR → FULL PROFESSOR

LEADERSHIP

Grand Rounds Directors
Women in Surgery
Clerkship Directors

Association for Academic Surgery

UAB MEDICINE
SURGERY
What’s new at AAS?

SAVE THE DATE: 2017 Academic Surgical Congress
FEBRUARY 7-9, 2017
ENCORE LAS VEGAS
LAS VEGAS, NV

SAVE THE DATE: 2016 AAS Fall Courses
SATURDAY, OCTOBER 15, 2016
WASHINGTON, DC
2016 Save the Date »

ANNOUNCEMENTS
BEHIND/ BEHIND is a podcast aimed for everyone interested in not only an in-depth look at the broad range of surgical topics,
How to Chair and AAS Committee or Task Force

The AAS recognizes that we are an organization that provides many leadership opportunities to young faculty. Often, AAS members are serving as Chair of a committee for the first time. Thus, we felt it was important to provide guidelines on how to chair a committee or taskforce.

**Formalities when first assigned Chair:**

1. Formally accept the appointment to serve as chair/co-chair through the AAS office.
2. Submit disclosure information through the disclosure form.
3. Be familiar with the "AAS Executive Council Standard Operating Procedures (SOP) and Executive Council Reporting Template" document.
4. Obtain the contact information, including email addresses, for all of your committee members from the AAS office.

**Organizing your committee:**

1. Upon assuming the Chair position, send out an email to all committee members, confirming that you have all the correct email addresses (i.e., request replies to confirm they received your email). With folks moving a lot, this has been an issue in the past. We have had committee members claim that a Chair has not contacted them throughout the entire year. We want to avoid these types of situations.
2. In the first email
   a) introduce yourself
   b) describe the goals or tasks of the committee (see "AAS Committee Objectives" document)
   c) detail the expectations you have for the committee members (i.e., if there are deadlines, meetings to attend, etc)
   d) set the communication schedule (i.e., monthly conference calls, etc). Conference calls can be arranged through the AAS office.
3. When having conference calls, develop an *agenda* ahead of time and distribute this, along with call-in information, prior to the call. To coordinate a conference call date and time, the AAS staff can set up a Doodle pool to find the best day and time, if needed.
My AAS Involvement

- Audit Committee (2000-2001)
- Membership Committee (2000-2002)
- Education Committee (2002-2004)
- Executive Council (2004-2012)
- Committee on Leadership (2003-2006)
- Institutional representative (2004-2007)
- Program Committee (2004-2007)
- Nominating Committee (2004-2009)
- Communications Committee (2005-2007)
- AAS Foundation Board (2011-2018)
- Senior Advisory Council (2013-2018)
Leadership Progression

ASSISTANT PROFESSOR ➔ ASSOCIATE PROFESSOR ➔ FULL PROFESSOR

Leadership Roles

- Grand Rounds Directors
- Women in Surgery
- Clerkship Directors

Leadership Opportunities

- Association for Academic Surgery
- Society of Asian Academic Surgeons
The Society of Asian Academic Surgeons (SAAS) was founded to focus on the personal and professional development of Asian academic surgeons with the belief that the best way to increase Asian representation in the leadership of academic surgery is to prepare future generations to succeed.

Towards this end, we raise money to provide scholarships for both trainees and junior faculty to help them with their career development. We also give out awards for the best research submitted by members to the ASC to showcase the advances being made by Asians in the field.

From the beginning, our society has been fully inclusive. We defined “Asian” in the broadest sense to include not only those from East, Southeast, and South Asia, but also Persians, Arabs, Turks and any other nationality from the Asian continent. Furthermore, membership in SAAS is open to anyone of any ethnicity who has an interest in promoting underrepresented populations in any arena of academic surgery.

Membership in SAAS is open to any individual with an interest in academic surgery and is not limited to those of Asian descent.
Future Meetings

Leadership and Professional Development Breakout Session

This session comprises small groups led by leaders in surgery to answer questions and address topics of interest in professional development.

- Prabhakar Baliga, MD
  Medical University of South Carolina
- Kirby Bland, MD
  University of Alabama at Birmingham
- Herb Chen, MD
  University of Alabama at Birmingham
- Sharmila Dissanaike, MD
  Texas Tech University
- Gerard Doherty, MD
  Brigham and Women's Hospital
- John Hunter, MD
  Oregon Health & Sciences University
- Warner Huh, MD
  University of Alabama at Birmingham
- Shelley Hwang, MD, MPH
  Duke University
- Vigneshwar Kasirajan, MD
  Virginia Commonwealth University
- Clifford Ko, MD, MS, MSHS
  University of California Los Angeles
- Jeffrey Matthews, MD
  University of Chicago
- Leonard Lee, MD
  Robert Wood Johnson University
- Ken Murayama, MD
  University of Hawai'i, Mānoa
- Richard Schulick, MD, MBA
  University of Colorado School of Medicine
- David Shibata, MD
  University of Tennessee
- Steven Stain, MD
  Albany Medical Center
- Jennifer Tseng, MD, MPH
  Boston University
- Doug Tyler, MD
  University of Texas Medical Branch
- Sandra Wong, MD, MS
  Geisel School of Medicine at Dartmouth
- David Yuh, MD
  Stamford Health Medical Group
2018-2019
University of Chicago
University of Colorado
Dartmouth
City of Hope
University of South Florida
Brigham and Women’s

2019-2020
UAB
Boston University
University of Miami
City of Hope

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www.asiansurgeon.org

Society of Asian Academic Surgeons

Host rising stars in academic surgery

2018 SAAS Traveling Lectureship Program

The Society of Asian Academic Surgeons announces the establishment of a Traveling Lectureship featuring rising academic stars in our membership. Members will be selected for the Traveling Lectureship based upon past history of academic success, quality of current research, and potential for future contributions.

Institutions that are interested in hosting one of the Traveling Lectureships will partner with the Society of Asian Academic Surgeons to cover the travel costs of Lecturers to the host institution. Institutions that are interested in serving as hosts should contact Herb Chen (herbchen@uab.edu), the SAAS Foundation President or George Yang (apyyang@stanford.edu), the Executive Director.
Leadership Progression

ASSISTANT PROFESSOR  ➔ ASSOCIATE PROFESSOR  ➔ FULL PROFESSOR

LEADERSHIP

Grand Rounds Directors
Women in Surgery
Clerkship Directors

Association for Academic Surgery
Society of Asian Academic Surgeons
Society of Black Academic Surgeons
Save the date for the upcoming SBAS meeting in Birmingham, Alabama, April 26-28, 2018

Hosted by the University of Alabama, (UAB), Department of Surgery. We look forward to your contributions in basic science and clinical research.
SUS/SBAS Promising Leaders Program

The Promising Leaders Program, established in 2017, is designed to increase the number of academic surgeons from underrepresented racial and ethnic groups who are successful in obtaining leadership positions. The one-year program provides comprehensive leadership training through completion of existing courses offered by SUS and SBAS and strengthens their effectiveness through the integration of executive coaching and mentoring for surgeons selected for the program.

Eligibility
Applicants must:
- Be from underrepresented racial and ethnic groups as defined by NIH (https://grants.nih.gov/grants/guide/notice-files/NOT-OD-15-053.html)
- Be an academic surgeon in position of Associate Professor or above with leadership-related career goals
- Demonstrate commitment with support from Department Chair to complete all program requirements

Program Requirements
- Attendance at Program Orientation at ACS Clinical Congress on October 22, 2017 in San Diego, CA.
- Attendance at SUS Mid-Career Academic Surgery Professional Development Course on January 29, 2018 in Jacksonville, FL.
- Attendance at SBAS Leadership and Faculty Development Institute on April 25, 2018 in Birmingham, AL.
- Attendance at SUS Leadership Agility Program on September 16-19, 2018 in Chicago, IL.
- Attendance at Program Completion Session at ACS Clinical Congress on October 21, 2018 in Boston, MA.
- Active engagement in mentoring process.
- Active engagement in executive coaching process including assessments and monthly coaching meetings.
Leadership Progression

ASSISTANT PROFESSOR → ASSOCIATE PROFESSOR → FULL PROFESSOR

Leadership Roles
- Grand Rounds Directors
- Women in Surgery
- Clerkship Directors

Leadership Opportunities
- Association for Academic Surgery
- Society of Asian Academic Surgeons
- Society of Black Academic Surgeons
- AAMC Early Career Women Course
Early Career Women Faculty Leadership Development Seminar

This popular and highly interactive seminar provides women at the assistant professor or instructor level with the knowledge and skills required to navigate the academic medicine enterprise as well as continue on the path to leadership.

This three and a half-day seminar is designed for women physicians and scientists holding medical school appointments at the instructor or assistant professor level, and in the early stages of leadership positions within their discipline, department or institution. Seminar attendees develop academic medicine career building skills such as communication, conflict management, and financial acumen, and employ strategic thinking about their career and leadership development.

Seminar faculty from schools throughout the United States and Canada have been chosen for their specialized knowledge in particular areas and demonstrated leadership capabilities. They offer valuable information, inspiring stories, and practical advice to support career advancement.

Who Should Attend?
Women at the instructor or assistant professor level, ideally with at least 1-2 years in academic medicine.
Leadership Progression

ASSISTANT PROFESSOR ➔ ASSOCIATE PROFESSOR ➔ FULL PROFESSOR

Leadership Roles
- Grand Rounds Directors
- Women in Surgery
- Clerkship Directors
- Medical Directors

Leadership Opportunities
- Association for Academic Surgery
- Society of Asian Academic Surgeons
- Society of Black Academic Surgeons
- AAMC Early Career Women Course

UAB MEDICINE SURGERY
MEDICAL DIRECTORS

Sam Windham
Patrick Bosarge
Jamie Davies
Melanie Morris
Jeffrey Kerby
Marc Passman
Stephen Gray
Devin Eckhoff
Michael Hanaway
Carlton Young
Charles Hoopes
James Kirklin
Jayme Locke
Mark Deierhoi
Leadership Progression

ASSISTANT PROFESSOR → ASSOCIATE PROFESSOR → FULL PROFESSOR

Leadership Roles

- Grand Rounds Directors
- Women in Surgery Clerkship Directors
- Medical Directors
- Residency Program Directors
- Fellowship Directors

Leadership Opportunities

- Association for Academic Surgery
- Society of Asian Academic Surgeons
- Society of Black Academic Surgeons
- AAMC Early Career Women Course
Integrated Vascular Residency/Fellowship
- Director: Benjamin Pearce
- Brought in Adam Beck and his IDE

Cardiothoracic Surgery
- Director: David Cleveland
- Gained approval to add second resident

Plastic Surgery
- Director: Jorge de la Torre
- Graduates had 100% success with American Board of Plastic Surgery qualifying and certifying exams for 10th consecutive year

General Surgery
- Director: John Porterfield
- 100% first-time board pass rate
Fellowship Directors

- Abdominal Transplant Surgery
  - Director: Stephen Gray

- Breast Oncology
  - Director: Helen Krontiras

- Colorectal Surgery
  - Director: Jamie Cannon

- Endocrine Surgery
  - Director: Tom Wang

- Plastic Surgery
  - Director: Jorge de la Torre

- Surgical Critical Care
  - Director: Patrick Bosarge

- Vascular Surgery
  - Director: Benjamin Pearce

- Minimally Invasive Surgery
  - Director: Richard D. Stahl

- Pediatric Surgery
  - Director: Scott Anderson
Leadership Progression

ASSISTANT PROFESSOR ➔ ASSOCIATE PROFESSOR ➔ FULL PROFESSOR

LEADERSHIP

Grand Rounds Directors
Women in Surgery
Clerkship Directors

Medical Directors
Residency Program Directors
Fellowship Directors
Vice Chairs

Association for Academic Surgery
Society of Asian Academic Surgeons
Society of Black Academic Surgeons
AAMC Early Career Women Course
Leadership Progression

ASSISTANT PROFESSOR → ASSOCIATE PROFESSOR → FULL PROFESSOR

LEADERSHIP

Grand Rounds Directors
Women in Surgery Clerkship Directors

Medical Directors
Residency Program Directors
Fellowship Directors
Vice Chairs

Association for Academic Surgery
Society of Asian Academic Surgeons
Society of Black Academic Surgeons
AAMC Early Career Women Course

Society of University Surgeons Mid-Career

Leadership Roles

Opportunities
February 6, 2017: Full Day Course and Networking Cocktail Reception
Encore Hotel
Las Vegas, Nevada

The SUS Mid-Career Academic Surgery Professional Development Course will provide personal guidance to develop your leadership skills and a road map for progression for aspiring leaders in academic surgery.

The course is:

- Ideal for mid-career surgeons
- Limited to 50 participants to ensure interactivity and to maximize course participation by course attendees
- Features updated content and more interactive sessions
Leadership Progression

ASSISTANT PROFESSOR → ASSOCIATE PROFESSOR → FULL PROFESSOR

LEADERSHIP

Grand Rounds Directors
Women in Surgery
Clerkship Directors
Medical Directors
Residency Program Directors
Fellowship Directors
Vice Chairs

Association for Academic Surgery
Society of Asian Academic Surgeons
Society of Black Academic Surgeons
AAMC Early Career Women Course

Society of University Surgeons Mid-Career Coaching (Taylor Riall)
External Courses (Mary Marshall)
Leadership Progression

ASSISTANT PROFESSOR → ASSOCIATE PROFESSOR → FULL PROFESSOR

Leadership Roles
- Grand Rounds Directors
- Women in Surgery
- Clerkship Directors
- Medical Directors
- Residency Program Directors
- Fellowship Directors
- Vice Chairs

Leadership Opportunities
- Association for Academic Surgery
- Society of Asian Academic Surgeons
- Society of Black Academic Surgeons
- AAMC Early Career Women Course
- Society of University Surgeons Mid-Career Coaching (Taylor Riall)
- External Courses (Mary Marshall)
- UAB Leadership Institute
UAB Leadership Development Institute

REACHING FOR EXCELLENCE

LEADERSHIP DEVELOPMENT - AN AMC 21 INITIATIVE

SAVE THE DATE: The date for LDI 2017 is October 4 at the Birmingham Sheraton. Stay tuned for more details coming soon!
Leadership Progression

ASSISTANT PROFESSOR → ASSOCIATE PROFESSOR → FULL PROFESSOR

LEADERSHIP

Leadership Roles

Grand Rounds Directors
Women in Surgery Clerkship Directors

Medical Directors
Residency Program Directors
Fellowship Directors
Vice Chairs

Division Directors

Association for Academic Surgery
Society of Asian Academic Surgeons
Society of Black Academic Surgeons
AAMC Early Career Women Course

Society of University Surgeons Mid-Career Coaching (Taylor Riall)
External Courses (Mary Marshall)
UAB Leadership Institute
Leadership Progression

ASSISTANT PROFESSOR → ASSOCIATE PROFESSOR → FULL PROFESSOR

LEADERSHIP

Grand Rounds Directors
Women in Surgery
Clerkship Directors

Medical Directors
Residency Program Directors
Fellowship Directors
Vice Chairs

Division Directors
Service Line Directors
Institutional Positions

Leadership Opportunities

Association for Academic Surgery
Society of Asian Academic Surgeons
Society of Black Academic Surgeons
AAMC Early Career Women Course

Society of University Surgeons Mid-Career Coaching (Taylor Riall)
External Courses (Mary Marshall)
UAB Leadership Institute
Leadership Roles

- Grand Rounds Directors
- Medical Directors
- Division Directors
- Women in Surgery
- Residency Program Directors
- Service Line Directors
- Clerkship Directors
- Fellowship Directors
- Institutional Positions

Leadership Opportunities

- Association for Academic Surgery
- Society of Asian Academic Surgeons
- Society of Black Academic Surgeons
- AAMC Early Career Women Course
- Society of University Surgeons Mid-Career Coaching (Taylor Riall)
- External Courses (Mary Marshall)
- UAB Leadership Institute

Leadership Progression

- ASSISTANT PROFESSOR
- ASSOCIATE PROFESSOR
- FULL PROFESSOR