2016

BNGAP Conference Planning Toolkit

Justin Baca
UNM Health Sciences Center

Valerie Romero-Leggott
UNM Health Sciences Center

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BNGAP Conference Planning toolkit

Justin T Baca MD PhD
Valerie Romero-Leggott MD

On behalf of the UNM HSC BNGAP conference planning committee

University of New Mexico Health Sciences Center

9/27/16
This toolkit is designed to facilitate the planning, execution, and evaluation of regional BNGAP conferences (http://bngap.org), and is based on our experience hosting a conference at the University of New Mexico Health Sciences Center in December of 2015. The documents contained here are the collective work of several members of the planning committee. Where individuals had a lead role in the creation of specific documents, the authors are noted within each section. These documents can be used as references when planning a regional BNGAP conference, and may also be useful in planning projects that require engagement of senior leadership and student groups.

The conference planning Lifecycle is diagramed below, and documents relating to each planning task are grouped accordingly. For example, the section on engaging senior administration and stakeholders includes presentations given to the committee of chairs to explain the purpose of the conference and seek financial support. We have also included a section with promotional materials to offer examples of how the conference can be publicized.

In assembling this toolkit, the planning committee made a few key observations:

1) **Engage stakeholders early.** This includes working with student groups and meeting with senior administration early in the process. This is key for identifying and finalizing dates and getting sufficient institutional support. The social networking sites of student groups were a major source of publicity for our conference, and we believe that working with student groups from the beginning greatly increased conference attendance.

2) **The conference lifecycle from planning to wrap-up activities takes at least a year.** We recommend forming a diverse planning committee and advisory board that will meet with increasing frequency throughout the planning process. A good goal is to have this in place at least 8 months before the anticipated conference date.

3) **Line up and confirm speakers early.** To ensure broad diversity of speakers, it is necessary to reach out to underrepresented faculty and residents across many departments, centers, and institutions. Many excellent presenters have very busy schedules, and should be engaged months before the conference.

We hope that this toolkit helps you to plan a successful conference and we thank all the members of our planning committee and advisory board in contributing to this document. We also thank the national BNGAP Executive committee for their leadership and support throughout the process of hosting our regional conference and for sharing lessons learned from earlier conferences.

We owe special thanks to Nichelle Gilbert and Daniela Armendariz for their creativity and work in supporting the planning committee and organizing the conference.

To our marketing and design team, Luis Carlos Muñoz and Brian Culbreath, for their production of innovative marketing material and conference logo.

We are especially grateful to Chancellor Roth, Executive Vice Chancellor Larson, and our departmental chairs and senior leadership for their incredible support of their faculty, learners, and BNGAP.
National BNGAP Executive Committee
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Edward J. Callahan PhD, University of California, Davis, School of Medicine
Hector R. Perez MD, Albert Einstein College of Medicine
Valerie Romero-Leggott MD, University of New Mexico, Health Sciences Center
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Nelson Sánchez MD, Weill Cornell Medical College
Maria Soto-Greene MD, MS-HPEd, Rutgers New Jersey Medical School
Dennis J. Spencer MD, PhD, Stanford University

University of New Mexico BNGAP conference planning committee
Brenda Pereda, MD-OB/GYN
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Jon Femling, MD-Emergency Medicine
Justin Baca, MD-Emergency Medicine
Karissa Culbreath, MD-Pathology
Kristina Sowar, MD-Psychiatry
Linda Hoades Villamar, MD-Emergency Medicine
Melanie Baca, MD-Family Medicine
Patrick Rendon, MD-Internal Medicine
Sergio Huerta, MD-Internal Medicine
Valerie Romero-Leggott, MD-Family Medicine
Krystian Solis, MSII
Fatumata Soto, MSII
Jeanette Mata-MSII

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Martha McGrew, MD-Family Community Medicine
Tassy Parker, PhD-Family Community Medicine
Fernando Valenzuela, MD/PhD-Neurosciences
BNGAP Conference Planning

- BNGAP Conference Planning Lifecycle
- BNGAP Planning Timeline
- The Story of BNGAP
<table>
<thead>
<tr>
<th>Task Name</th>
<th>Start</th>
<th>End</th>
<th>Duration (days)</th>
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<td>BNGAP conference Planning</td>
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<td>10/29/2015</td>
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<td>12/4/2015</td>
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<td>12/3/2015</td>
<td>177</td>
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<td>Engage student groups and medical societies</td>
<td>6/9/2015</td>
<td>10/30/2015</td>
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<td>Meet with Chancellor or Dean of school</td>
<td>8/25/2015</td>
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<td>Presentation to committee of chairs</td>
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<td>9/20/2015</td>
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<td>Plan and arrange logistics</td>
<td>5/3/2015</td>
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<td>Research and confirm hotels</td>
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<td>Develop and finalize budget</td>
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<td>Plan speakers</td>
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<td>Invite speakers</td>
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<td>Confirm speakers</td>
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<td>6/8/2016</td>
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<td>Wrap-up activities</td>
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<td>4/8/2016</td>
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<td>Prepare thank you letters to speakers, committee, &amp; sponsors</td>
<td>11/15/2015</td>
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<tr>
<td>Finalize and send thank you letters</td>
<td>12/11/2015</td>
<td>12/30/2015</td>
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<td>12/15/2015</td>
<td>2/8/2016</td>
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<tr>
<td>Debriefing with national BNGAP committee</td>
<td>1/15/2016</td>
<td>3/8/2016</td>
<td>53</td>
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</tbody>
</table>
The Story of BNGAP

Building the Upstream Pipeline of Future Academicians
Dedicated to Research, Education and Leadership

John Paul Sánchez M.D., M.P.H.

Principal Investigator
Building the Next Generation of Academic Physicians Initiative (BNGAP)

Assistant Dean, Diversity and Inclusion
Assistant Professor, Emergency Medicine
Rutgers New Jersey Medical School
Objectives

- Review snapshots of diversity and inclusion in the academic medicine workforce;

- List examples of trainees’ perceived facilitators and barriers in pursuing academia;

- Outline upcoming BNGAP activities to promote diverse trainee awareness of and preparedness for academia
“...encompasses the traditional tripartite mission of educating the next generation of physicians and biomedical scientists, discovering causes of and cures for disease, and advancing knowledge of patient care while caring for patients ... highlighting the interrelationships among teaching, research and service....”

DIVERSITY
Diversity as a core value embodies inclusiveness, mutual respect, and multiple perspectives and serves as a catalyst for change resulting in health equity. In this context, we are mindful of all aspects of human differences such as socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability and age.

INCLUSION
“...Inclusion is achieved by nurturing the climate and culture of the institution through professional development, education, policy, and practice. The objective is creating a climate that fosters belonging, respect, and value for all and encourages engagement and connection throughout the institution and community.

https://www.aamc.org/members/gdi/about/
Framework

1. Problem ID and General Needs Assessment
   - Health Care Problem
   - Current Approach
   - Ideal Approach

2. Needs Assessment of Targeted Learners

3. Goals and Specific Measurable Objectives

4. Educational Strategies

5. Implementation

6. Evaluation and Feedback
   - Individual
   - Program
## Population and Workforce Demographics, 2012

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>US Population</th>
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<th>US Physicians</th>
<th>Med School Faculty</th>
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<tr>
<td>Hispanic</td>
<td>16.9%</td>
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<td>5.4%</td>
<td>3.8%</td>
</tr>
<tr>
<td>NA/PI*</td>
<td>0.9%</td>
<td>1.1%</td>
<td>0.2%</td>
<td>0.3%</td>
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<tr>
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<td>Other/Unknown</td>
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</tbody>
</table>

In 2012, only **6.9%** of medical school faculty were African American, Hispanic, Native American, Native Hawaiian, or Other Pacific Islander.

* = American Indian or Alaska Native plus Native Hawaiian and Other Pacific Islanders for data of census, graduates, and faculty.
“...black physicians showed the smallest percentage increase among all minority academic groups. Likewise, among minorities, they showed the smallest percentage growth at every academic level.”
Faculty Diversity: Women

Executive Summary

- 46% Applicants
- 47% Matriculants
- 46% Residents
- 38% Faculty
- 21% Full Professor
- 16% Deans

https://www.aamc.org/members/gwims/statistics/;
Faculty Diversity: LGBT

Faculty Forward Survey at UCLA, 2011

- LGBT: 4%
- No data provided: 7%
- Heterosexual: 89%

LGBT faculty perceived less opportunities for growth, less equity in promotions, and less positive about the workplace culture than faculty peers.

Are We Building the Upstream Pipeline?

**Evolution of Academic Medicine Career Intentions**

- A lower proportion of URM medical students than non-URM medical students reported interest in an academic medicine career upon entering medical school (AAMC Matriculating Student Questionnaire).

- At the end of medical school, URM in comparison to non-URM continued to express significant disinterest interest in academic medicine careers (AAMC Graduation Questionnaire).


Is interest re-cultivated during residency?

• **NO.** Straus et al. Systematic review on career choice in academic medicine found that as residents progress through training they become less interested

## Do We Have Programming To Enhance The Upstream Pipeline?

<table>
<thead>
<tr>
<th>Pre-Faculty</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Pre-Graduate Students</strong></td>
<td><strong>Lecturer, Instructor, Assistant Professor/Dean</strong></td>
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<tr>
<td><strong>Medical Students and Residents</strong></td>
<td><strong>Associate Professor/Dean</strong></td>
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<td><strong>Full Professor/Dean</strong></td>
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<td><strong>Institutional Programming</strong></td>
<td><strong>Institutional Programming</strong></td>
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<td><strong>Institutional Office of Faculty Development</strong></td>
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<td><strong>Hispanic Center of Excellence, Leadership Development Fellowship</strong></td>
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<td><strong>Regional Programming</strong></td>
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<td><strong>AAMC Careers in Medicine Program</strong></td>
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<td><strong>BNGAP LGBT Trainee Leadership Summit</strong></td>
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<td><strong>SNMA Physician Researcher Initiative</strong></td>
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<td><strong>NIH/NMA Travel Award</strong></td>
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<td><strong>Mayo Clinic Spirit of Eagles &quot;Hampton Faculty Fellows&quot;</strong></td>
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<td><strong>AAMC Minority Faculty Career Development Seminar</strong></td>
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<td><strong>NHMA Leadership Fellowship Program</strong></td>
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<td><strong>AAMC Mid-Career Women Faculty Prof Development Seminar</strong></td>
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<tr>
<td><strong>AAMC Council of Deans Fellowship Program</strong></td>
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</table>
2009 exploratory study of NE Regional LMSA and SNMA medical student members found that > 60% had an interest in an academic medicine career.
Encouraging Diverse Trainees to Pursue a Career in Academic Medicine
Do We Have Programming To Enhance The Upstream Process

1. Assessment of diverse medical student, resident, and faculty perspectives regarding academic medicine careers;

2. Implement strategy to assist diverse trainees in considering an academic medicine career;

3. Evaluate outcomes and impact of BNGAP initiative
Medical Students and Residents Perspectives on Academic Careers

Study Design:
Strategic convenience sampling

Instrumentation:
a) Survey (764 participants)
b) Focus Group Discussion Guide (121 participants)

Analysis:
a) Bivariate analysis of quantitative variables, SPSS version 21.0
b) Transcripts analyzed through a grounded theory approach

Population:
Attendees of the Annual Conferences of the National Hispanic Medical Association (NHMA), National Medical Association (NMA), Latino Medical Student Association (LMSA), Student National Medical Association (SNMA), American Medical Association (AMA)

When Developed Interest

“I guess I started toying with the idea when I was in high school during my first research experience I worked in a lab and at that time I remember telling my PI that I wanted to be a doctor and she is like, “Well, why do you have to stop at your MD, there is this thing called an MD-PhD” and I was like, I’ve never even heard of this. And so I did not even know what a career in academic medicine meant, but I knew that I actually thought I prefer research over clinical practice.” (Black, female, resident)

Prior to medical school (32)
During Medical school
During Residency
“For me, it was a mentor in my summer research fellowship. We developed a very nice bond and she took me under her wings. I saw what she was able to do in her position and I thought it was something that maybe I'd actually be interested in.” *(Black, male, medical student)*

Mentors (51)
Teachers/Professors
Principal Investigator
Family Members
Teaching students
Role Models
Champions
“Lack of Mentors”
"The aspect of teaching, like people who pass on knowledge to the next group there's just something I think is very privileged. Very few people have that opportunity to prepare the next generation." (Latino, male, medical student)

Impact the future (79 respondents)
Contribute to your community of interest
Intellectual stimulation
Work activity (i.e. teaching, research)
Role modeling/mentoring
Fit with personality and interests
Job characteristics (i.e. flexibility, guaranteed salary)

Perceived Challenges

“I think the huge thing lacking is if you’re interested, this is how you do it. I feel like there are tons of information out there ... if you want to be a surgeon do this ... but if you want to teach future physicians or if you want to do academic medicine there is no then do this. It seems all very secretive to me.” (White, female, medical student)

Lack of information on academic medicine as career option (37)
Lack of role models/mentors, especially congruent ones
Lack of competency to perform scholarly research
Perception that academic medicine does not align with personal interests
Difficult to get promoted especially if diverse individual
Concern of low academic earnings
Gender and racial discrimination
Politics and bureaucracy

“...as someone interested in teaching, I should have in undergrad been encouraged to do TA-ship because when you apply for TA-ships, people want to see that you have experience. When you move further on, people just want to see that you have a history of dedication to teaching.” (Latina, female, medical student)

Gain research experience (14)
Gain teaching experience
Access to academic medicine role models/mentors
Participate in professional development organizations/conferences
Assume leadership roles
Acquire second degree
Be self motivated
Be financially conservative
“Where I would like to be is working in a predominantly Latino community with children and families working on wellness together with pediatric prevention. And how I see that is working partly in a clinic where I would see pediatric patients. Also being able to teach not only students but families itself, family members, people in the community working with the schools to be able to develop a community-wide effort certainly to try to make a change.” (Latino, female, resident)

Traditional academic activities
(Clinical>Teaching>Research>Admin work)
Pursuit of senior leadership positions
Community work
Family and career
Publications:

- Papers on Native American and Asian Perspectives, and Organizational Perspectives
Target Learners and Resources

Prospective Mixed Methods, Case-Control Career Development Study
Informing Facilitators and Barriers to Pursuing Academic For Diverse Trainees

Website
Webinar
Video
Published content

Regional/institutional Conferences Guidebook
Elective/Fellowship for Academic Medicine Career
Champions

Moderators/Presen ters/Role Models

Diverse Medical Students and Residents Trainees

Identify institutional champions to facilitate sustained commitment and accountability

Maintain and promote current faculty to build the next generation

Next generation of academic workforce
2015 Intervention Webinar to Promote Career Awareness

• Content informed by >2,000 BNGAP study participants
• Content informed by informants from national organizations and academic health centers
• Webinar speakers are diverse leaders from across the country
• Webinar offered in each time zone recognizing trainee constraints
• Offered in each region to be accessible and low cost
• Offered at academic health centers that hire faculty
• Curriculum designed by diverse academic leaders from various national organizations and academic health centers
• 1 ½ days of workshops by distinguished academicians:
  – Explore academic medicine careers to fit with your personal/professional interests.
  – Navigate the array of academic medicine career paths and opportunities.
  – Develop and enhance your academic medicine portfolio.
  – Expand your network among academic medicine colleagues and role models.
Notable Achievements

- **Webinar**
  - Offered in each time zone
  - 420 registrants
  - Moderators/Speakers were diverse leaders from across county (race/ethnicity, sexual orientation, gender)

- **Regional conferences**
  - Pilot at Icahn (May 1-2)
  - 45 registrants
  - 20 distinguished lecturers
  - Formal curriculum designed by distinguished committee
  - 5 conferences (15 collaborations) in 2015
  - 10 committed (30 collaborations) for 2016
  - Collaboration between 100 schools by 2020
2015 Sponsors and Collaborators

Sponsors

Regional Collaborators

National Collaborators
ENGAGE SENIOR ADMINISTRATION AND STAKEHOLDERS

- Administration PPT
- Leadership Letter Template
- Leadership Support Request
BUILDING THE NEXT GENERATION OF ACADEMIC PHYSICIANS (BNGAP)

Implementation of Academic Medicine Conference for Diverse Trainees

Executive Planning Committee:
UNM HSC BNGAP

10/07/15
AGENDA

I. Historical perspectives
II. Current stats
III. Building the Next Generation of Academic Physicians Initiative (BNGAP)
IV. Support of senior leader
DIVERSITY AND INCLUSION

Diversity:
- core value → inclusiveness, mutual respect, multiple perspectives

Inclusion:
- nurturing climate & culture → professional development, education, policy, and practice

“a climate that fosters belonging, respect, and value for all”
HISTORICAL PERSPECTIVE

University of Virginia School of Medicine Class of 1965
HISTORICAL PERSPECTIVE

• Affirmative action ➔ enrollment of underrepresented racial and ethnic minorities in U.S. medical schools rose rapidly to about 8 percent of all matriculants by the early 1970s

• Progress stalled 1970’s with continued growth of underrepresented minorities ➔ ~15 years diversity gap between medicine and population

• Attack on Affirmative action 1994 w/ prop 209
HELP US TELL THE STORY
SOLUTIONS FOR MEDICINE DIVERSITY GAP

• Expanding the number of minority physicians in health care improves access to high-quality health care for underserved populations.

• Such physicians disproportionately choose to practice in HPSAs and to serve the needs of minority patients.
## POPULATION AND WORKFORCE DEMOGRAPHICS 2012

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BUILDING THE NEXT GENERATION OF ACADEMIC PHYSICIANS (BNGAP)
BUILDING THE NEXT GENERATION OF ACADEMIC PHYSICIANS (BNGAP)

• Focus on diverse medical student and resident awareness and interest in academia

• Exploratory study with the Latino Medical Student Association (LMSA), and the Student National Medical Association (SNMA)

Over 60% of all participants, irrespective of race or ethnicity, were interested in academic careers
BNGAP REGIONAL CONFERENCE AT UNM

- 70-100 diverse trainees
- Expose UNMH trainees to academic careers
- Showcase UNMHSC to competitive underrepresented trainees from across the country
- Introduce diverse faculty role models and potential mentors and champions to participants

Conference is open to all, but tailored to encourage trainees (medical students, residents, and fellows) who are underrepresented in medicine (women, LGBTQ, and racial and ethnic minorities) to consider academic medicine careers.
REQUESTED SUPPORT

• Assistance with publicity
  • Planning committee to provide draft email announcements

• Sponsor a medical student, resident, and fellow to attend this conference.

• Registration fees ($30/$50/$100)

• Release trainees to attend conference December 4th and 5th.
Interested in a unique career path that includes teaching, research, patient care and leadership? Come learn about academic medicine.

Building the Next Generation of Academic Physicians

Academic Medicine Career Development SW Regional Conference

December 4-5, 2015

Conference Location

The University of New Mexico Health Sciences Center

Hotel Information

Follow the registration link below for hotel information and rates.

For further information please contact SW Leader

Dr. Valerie Romero-Leggott
University of New Mexico Health Sciences Center

505.272.4655
NGilbert@salud.unm.edu
2015 UNM BNGAP COMMITTEE

BNGAP

- Brenda Pereda, MD-OB/GYN
- Cameron Crandall, MD-Emergency Medicine
- Jon Femling, MD-Emergency Medicine
- Justin Baca, MD PhD-Emergency Medicine
- Karissa Cullbreath, PhD-Pathology
- Kristina Sowar, MD-Psychiatry
- Linda Hodes Villamar, MD-Emergency Medicine
- Melanie Baca, MD-Family Medicine
- Patrick Rendon, MD-Internal Medicine
- Sergio Huerta, MD-Internal Medicine
- Krystian Solis, MSII
- Fatumata Saho, MSII
- Jeanette Mata-MSII

BNGAP Advisory

- Betty Chang, MD
- Cameron Crandall, MD
- Eve Espey, MD
- Fernando Valenzuela, MD
- Martha Cole McGrew, MD
- Tassy Parker, PhD
- Valerie Romero-Leggott, MD
Publications


Hello Paul and Richard,

I am writing to request a meeting with our UNMHSC Building the Next Generation of Academic Physicians (BNGAP http://bngap.org/) diverse junior faculty group to share some ideas they have about engaging chairs and departments, and gain your support. We would then appreciate the opportunity to meet in August with the COC about UNMHSC BNGAP and the SW Regional BNGAP conference that we will be hosting Dec 4-5th.

BNGAP is a national initiative of which we are a member and as of this past year, is also an initiative the AAMC is strongly supporting. The mission is to advance diversity in our faculty and leadership ranks, by helping diverse medical students and residents become aware of academic medicine as a career option and to provide them with the resources to further explore and potentially embark on an academic medicine career.

UNMHSC and TTUHSC (Dr. Manny de la Rosa, Provost and Vice President for Academic Affairs) are the 2 Southwest HSC’s that have been leading the SW region over the past 2-3 years. Most recently, we led the AAMC sponsored SW Regional BNGAP webinar (UT, CO, AZ, NM, TX) and UNMHSC will be hosting one of 6 national BNGAP regional conferences December 4-5, 2015.

Our UNMHSC BNGAP is comprised of a diverse group of our junior faculty:
Justin Baca, ER
Patrick Rendon, IM
Karissa Culbreath, Pathology
Linda Hodes Villamar, ER
Brenda Pareda, Ob/Gyn
Jon Femling, ER
Melanie Baca, FCM new faculty as of July 1
Kristina Sowar, Psychiatry
Sergio Huerta, IM new faculty as of July 1

Advisory Group
Martha Mcgrew
Eve Espey
Betty Chang
Cameron Crandall
Tassy Parker
Fernando Valenzuela
Building the Next Generation of Academic Physicians (BNGAP) is a consortium of medical educators and researchers aiming to increase diverse representation in academic medicine by building a pipeline for medical students and residents.

BNGAP is partnering with the Association of American Medical Colleges and six medical schools nationwide, to run regional academic medicine career development regional conferences in the fall of 2015.

The goal of the regional conferences is to increase awareness of and critical skills to pursue careers in academic medicine. The conferences are open to all, but are specifically tailored to encourage diverse trainees (medical students, residents, and fellows) who are underrepresented in academic medicine (women, LGBTQ, and racial and ethnic minorities) to consider academic medicine careers.

The conference at UNMH is being planned for December 4th-5th, and is projected to draw 50-70 medical students from underrepresented minorities. The conference is expected to increase the exposure of UNMH medical students to academic careers as well as expose competitive underrepresented students and residents from across the country to UNM-HSC.

We will also conduct a survey during the conference to assess participants’ baseline attitudes towards careers in academic medicine, and how attitudes are changed by the conference. We expect that this will lead to publications in a peer-reviewed medical or education journal.

We are requesting your support to make this conference a success, and to increase the awareness of careers in academic medicine among underrepresented students and residents. Specifically we are requesting

1) Publicity support from the level of the chancellor’s office. We can provide a description of the conference appropriate for email release, and can draft a press release as appropriate. Additionally we request the opportunity to present and publicize the conference (10min) at an upcoming committee of chairs meeting.

2) That the chancellor or his designee deliver opening remarks during the conference on December 5th to demonstrate strong institutional support for increasing diversity in academic medicine.

3) Your support to request that individual department chairs sponsor conference attendance for one UNM medical student ($30), resident ($50), or fellow ($100) from each department.

4) Financial support ($1,750) to cover the cost of a welcome reception ($400) on 12/4/15 and room use fees ($1,350).

Thank you kindly for your consideration!

On behalf of the UNM HSC BNGAP
Plan and Arrange Logistics

- Budget
### December 4th-5th, 2015 BNGAP
Building the Next Generation of Academic Physicians

#### Revenue

<table>
<thead>
<tr>
<th></th>
<th>Requested</th>
<th>Committed</th>
<th>Actually Received</th>
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<tr>
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<tr>
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#### Expenses

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<tr>
<td><strong>Refreshments</strong></td>
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<td>$3,636.50</td>
</tr>
<tr>
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<tr>
<td><strong>Rentals</strong></td>
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<tr>
<td><strong>NetWorking Event</strong></td>
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### Difference

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## December 4th-5th, 2015 BNGAP
Building the Next Generation of Academic Physicians

### Event Revenue for 2015 BN-GAP Regional meeting

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| Total Revenue           | $7,000.00 | $0.00    | $8,750.00 |
### Supplies

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<td><strong>Total</strong></td>
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</thead>
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<tr>
<td><strong>Total</strong></td>
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<td><strong>$0.00</strong></td>
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### Total Expenses

<table>
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<th>Quotes</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
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<td><strong>$7,000.00</strong></td>
<td><strong>$0.00</strong></td>
<td><strong>$7,236.68</strong></td>
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December 4th-5th, 2015 BNGAP
Building the Next Generation of Academic Physicians

<table>
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<th></th>
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</tr>
<tr>
<td>Total expenses</td>
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</tr>
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</table>

| Total Balance        | $1,486.32 | $0.00  |

Profit vs. Loss

- Estimated income
- Actual income

Bar chart showing Estimated vs. Actual income.
**Plan and Arrange Speakers**

- **Call for Speakers**

- **Speaker Confirmation**

- **Speaker Information**
Good Morning,

On behalf of the University of New Mexico Health Sciences Center (UNMHSC) we would like to thank you for your collaboration on the 2015 Building the Next Generation of Academic Physicians (BNGAP) Academic Medicine Career Development Regional Conference to be held on December 4, 2015 (8am-6pm)-December 5, 2015 (8am-12noon) in the Land of Enchantment, Albuquerque, NM.

As our team moves forward in the planning stages of this important conference, we are excited to announce our call for speakers. This dynamic gathering is OPEN TO ALL but is tailored to encourage trainees (medical students and residents) who are underrepresented in medicine (racial and ethnic minorities, LGBTQ, and women) to consider academic medicine careers.

During the 1 1/2 day event, learners will be able to:
• Explore academic medicine careers to fit with their personal and professional interests.
• Navigate the array of academic medicine career paths and opportunities.
• Develop and enhance their academic medicine portfolio.
• Expand their network among academic medicine colleagues and role models.

All presentations are pre-generated, developed with our learners in mind and delivered by the best speakers you have to offer. We are requesting five recommendations from you. We ask that in alignment with the mission of the BNGAP group, your recommendations reflect various facets of diversity. Another expectation is that speakers have completed a peer-reviewed publication in the past year, whereby a medical student, resident, or fellow was co-author of the manuscript. Once received, the UNMHSC planning team will select the final group of diverse presenters for the day and a half agenda.

Please fill out the survey in its entirety https://www.surveymonkey.com/r/UNMBNGAP. When speaking with the individuals whom you recommend please emphasize that a tentative confirmation for both days (December 4-5, 2015) is required and that given the volume of individuals approached they may or may not be selected for the final presentation.

Again the selected speakers do not have to develop their own presentation, these talks are pre-generated! The only thing we ask is that the presenter is engaging, an excellent communicator who can relate to the subject material and the audience of medical student and residents.

We ask that you recommendations be submitted no later than close of business on October 23, 2015. Thank you and we look forward to highlighting the best of the best presenters from your institution at this important regional and nationally recognized conference! Please email Nichelle Gilbert, NGilbert@salud.unm.edu with any questions/requests. More to come!

Please remember that institutions who send a minimum of 10 medical students/residents can have a 1/2 page ad in the program to publicize their school's activities towards promoting diverse med student/resident interest in academia.
Good Afternoon,

On behalf of the University of New Mexico Building the Next Generation of Academic Physicians (BNGAP) Committee, we are pleased to inform you that you have been selected as a co-speaker for the 2015 SW Regional BNGAP Academic Medicine Conference for Diverse Trainees in Albuquerque, NM on December 4-5, 2015.

You have been selected for the following presentation: **Leadership Opportunities and Aiming for Effective Leadership** (1.25 hours)
The presentation will take place on: Saturday, December 5, 2015
Time(tentative): 10:15am MST

In efforts to solidify the agenda we are asking that you confirm your availability and accept the aforementioned presentation, date and time by replying to this email. We would appreciate your response no later than **Monday, November 9th, 2015**.

Thank you in advance for your timely response we look forward to having you join us as a speaker at this important event. Please send any questions to Nichelle Gilbert @ NGilbert@salud.unm.edu.

Once you have confirmed your availability, we will immediately send you;

- The name and contact information of your co-presenter
- The PowerPoint
- The discussion materials

We are very much looking forward to a great SW Regional event, made even more special by your participation.

Thank you.
Hello,

On behalf of the University of New Mexico Building the Next Generation of Academic Physicians (BNGAP) Committee, we would like to thank you for serving as a presenter for the 2015 SW Regional BNGAP Academic Medicine Career Development Conference doe Diverse Trainees in Albuquerque, NM on December 4-5, 2015.

-You have been scheduled for the following presentation: Diversity and Inclusion in the Academic Workforce (1.50 hours). All presentations are pre-generated. Attached please find the PPT and relevant materials for your presentation.
- The presentation will take place on: Saturday, December 5, 2015
- Time (tentative): 8:30am MST

Presenter Information:

Valerie Romero-Leggott, MD
University of New Mexico
vromero@salud.unm.edu

Ana Maria Lopez
University of Utah
anamaria.lopez@hsc.utah.edu

Please make contact with your co-presenter as soon as possible to ensure adequate time to prepare for the presentation.

Conference Registration:
Please make sure to register for the conference ASAP using the link below. Speakers are NOT responsible for registration fees. Please select “yes” for the “will pay later?” question and type in “speaker” in the “who will be paying for you?” field.

[CLICK HERE TO REGISTER FOR THE CONFERENCE]

Hotel Information:

The preferred hotel for the event is the Home 2 Suites by Hilton, a modern, all-suite hotel, just five miles from downtown Albuquerque and within walking distance to the University of New Mexico. Please [CLICK HERE] to reserve your room though the conference page. You must use the link provided to secure the $89/night special conference rate.

As always please feel free to contact me with any questions you may have: NGilbert@salud.unm.edu.

Thank you.
Table 1. Speaker Name and Related Information for Selection Process

<table>
<thead>
<tr>
<th>Name/Degree</th>
<th>Institution</th>
<th>Specialty</th>
<th>Department</th>
<th>Track/Rank/Title</th>
<th>Gender</th>
<th>Sexual Orientation</th>
<th>Race/Ethnicity</th>
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</thead>
<tbody>
<tr>
<td>JP Sanchez MD, MPH</td>
<td>Rutgers NJMS</td>
<td>Emergency</td>
<td>Emergency</td>
<td>Educator/ Assoc Prof/ Assist Dean, Diversity</td>
<td>Man</td>
<td>Gay</td>
<td>Latino/ Puerto Rican</td>
</tr>
</tbody>
</table>

*Each speaker should have published at least one peer reviewed article in the past year, in which a medical student, resident, or fellow was a co-author.
BNGAP Wrap-up Activities

• Thank you Letter Template

• Letter of Support
February 5, 2016

Dear Planning Committee,

On behalf of the entire Building the Next Generation of Academic Physicians (BNGAP) Southwest Regional Planning Committee, we would like to thank you for your overwhelming support of the 2015 SW Regional BNGAP Academic Medicine Conference. The goal of BNGAP is to help diverse medical students and residents become aware of academic medicine as a career option and to provide them with the resources to further explore and potentially embark on an academic medicine career. Through your generous support, trainees were given the time to attend, registrations were paid and we had an outstanding line-up of speakers.

We were commended by national BNGAP leadership on having the highest number of attendees and one of the highest rated conferences. We hosted over 100 attendees! The group consisted of medical students, residents, fellows, faculty and staff from seven institutions region-wide. UNM was well represented with over 50 total attendees.

None of this could have been possible without your support. We thank you for your commitment to vital diversity recruitment and career development efforts such as these, and for allowing members of your department to participate in such pivotal opportunities. We believe that these opportunities, made possible largely in part by you, will have far-reaching and positive impact on academic medicine and the health of the public.

Many thanks,

UNM BNGAP Southwest Regional Planning Committee Members:

Valerie Romero-Leggott, M.D.  
Vice Chancellor for Diversity  
Professor, Family and Community Medicine

Jeanette Mata Atencio  
Medical Student, UNM

Justin Baca, M.D., Ph.D.  
Assistant Professor, Emergency Medicine

Melanie Baca, M.D.  
Fellow, Family & Community Medicine

Cameron Crandall, M.D.  
Professor, Emergency Medicine

Karissa Culbreath, Ph.D.  
Assistant Professor, Pathology

Jon Fleming, M.D.  
Assistant Professor, Emergency Medicine

Sergio Huerta, M.D.  
Assistant Professor, Internal Medicine

Brenda Pereda, M.D.  
Assistant Professor, Obstetrics and Gynecology

Patrick Rendon, M.D.  
Assistant Professor, Internal Medicine

Linda Hodes-Vilamar, M.D.  
Assistant Professor, Emergency Medicine

Fatumata Saho  
Medical Student, UNM

Kristina Sowar, M.D.  
Assistant Professor, Psychiatry

Krystian Solis  
Medical Student, UNM
Dear Program Director/Chair,

I would like to recognize (insert name) for their noteworthy efforts in planning the 2015 Building the Next Generation of Academic Physicians (BNGAP) Academic Medicine SW Regional Conference, December 4-5, 2015. This was the first conference of its kind to be held at the University of New Mexico Health Sciences Center (UNMHSC), and it was because of (insert name) contributions and support that it was such a success. The mission of BNGAP is to help diverse medical students and residents become aware of academic medicine as a career option and to provide them with the resources to further explore and potentially embark on an academic medicine career. The hard work of (insert name) contributed significantly to this mission.

This innovative and scholarly initiative was recognized nationally as the largest to date and is part of a national IRB. The toolkit developed by the UNM HSC BNGAP committee is a national resource, contributing to further successful conferences in the future. The BNGAP curriculum has since been expanded to include academic dentistry. This expansion has been greatly impacted and informed by the thresholds and data standards set forth by the BNGAP conferences.

(insert name) truly made this scholarly initiative a successful one.

Sincerely,

Valerie Romero-Leggott, MD
Vice Chancellor for Diversity, UNM Health Sciences Center
Professor, UNM Department of Family and Community Medicine
PROMOTIONAL

- PROMO EMAIL
- PROMO FLYER
- TEMPLATE AGENDA
- PROGRAM
The UNM Building the Next Generation of Academic Physicians (BNGAP) committee will be hosting the **2015 SW Regional Academic Medicine Career Development Conference**, December 4-5, 2015 here at UNMHSC. The conference is OPEN TO ALL but are tailored to encourage trainees (medical students, residents, PhDs) who are underrepresented in medicine (women, LGBTQ, and racial and ethnic minorities) to consider academic medicine careers.

During the 1 1/2 day event, learners will be able to:

- Explore academic medicine careers to fit with their personal and professional interests.
- Navigate the array of academic medicine career paths and opportunities.
- Develop and enhance their academic medicine portfolio.
- Expand their network among academic medicine colleagues and role models.

[Click here](#) to register TODAY and please share the information with your networks!
December 4-5, 2015

Navigate the array of academic medicine career paths and opportunities;
Develop and enhance their academic medicine portfolio;
Expand their network among academic medicine colleagues and role models.

Building the Next Generation of Academic Physicians

Academic Medicine Career Development SW Regional CONFERENCE

Registration: http://bngap.org/2015-academic-medicine-regional-conferences/regconfregistration-information/

Conference Location

THE UNIVERSITY of NEW MEXICO HEALTH SCIENCES CENTER

Hotel Information

Follow the registration link above for hotel information and rates.

For further information please contact SW Leader

Dr. Valerie Romero-Leggott
University of New Mexico Health Sciences Center

505.272.4655
NGilbert@salud.unm.edu

THE UNIVERSITY OF ARIZONA

THE UNIVERSITY OF UTAH

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER - EL PASO

School of Medicine UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS
# Agenda

**Academic Medicine Career Development Conference, Southwest Region**

**Co-Sponsored by**

The Building the Next Generation of Academic Physicians Initiative and the UNM Health Sciences Center

University of New Mexico Health Sciences Center, Domenici Center, Albuquerque, NM

**Friday, December 4, 2015**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>12:30PM - 2:00PM</td>
<td>Conference Registration and Lunch</td>
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<tr>
<td></td>
<td>DC Auditorium Foyer</td>
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<tr>
<td>2:00PM - 2:15PM</td>
<td>Opening Remarks</td>
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<td></td>
<td>DC Auditorium</td>
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<tr>
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<td>John Paul Sanchez, MD MPH: PI, Building the Next Generation of Academic Physicians Initiative, Rutgers New Jersey Medical School (C)</td>
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<tr>
<td></td>
<td>Valerie Romero-Leggott, MD: University of New Mexico Health Sciences Center (C)</td>
</tr>
<tr>
<td></td>
<td>Richard Larson, MD PhD: University of New Mexico Health Sciences Center (C)</td>
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<tr>
<td>2:15PM - 3:45PM</td>
<td>Plenary I</td>
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<td></td>
<td>Academic Medicine Career Roles and Opportunities</td>
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<tr>
<td></td>
<td>DC Auditorium</td>
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<tr>
<td></td>
<td>Speakers:</td>
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<tr>
<td></td>
<td>Doug Clark, MD: University of New Mexico Health Sciences Center (C)</td>
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<tr>
<td>3:45PM - 4:00PM</td>
<td>Break</td>
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<td>4:00PM - 5:15PM</td>
<td>Workshop IIIB</td>
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<td>Speakers:</td>
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<td></td>
<td>Babatunde Jinadu, MD: Texas Tech University Health Sciences Center-Lubbock (C)</td>
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<tr>
<td></td>
<td>John Paul Sanchez MD, MPH: Rutgers New Jersey Medical School (C)</td>
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<td>5:15PM - 6:30PM</td>
<td>Workshop IB</td>
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<td>Research Scholarship: Introduction and Advice on Getting into Health Science Research</td>
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<td>Jon Femling, MD: University of New Mexico Health Sciences Center (C)</td>
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<tr>
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<td>Dennis Spencer, MD, PhD: Stanford University (C)</td>
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<td>Networking Reception</td>
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<td>DC West Main Lobby</td>
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<td>Hors D'oeuvres and Beverages to be provided</td>
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<tr>
<td>Time</td>
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</table>
| 8:00 AM - 8:30 AM | **Breakfast**  
**DC Auditorium Foyer**                                      |
| 8:30 AM - 10:00 AM | **Plenary II**  
Diversity and Inclusion in the Academic Medicine Workforce  
**DC Auditorium**  
Speakers:  
Valerie Romero-Leggott, MD: University of New Mexico Health Sciences Center (C)  
Ana Maria Lopez, MD: University of Utah Health Sciences Center (C)  |
| 10:00 AM - 10:15 AM | **Break**                                                     |
| 10:15 AM - 11:30 AM | **Workshop IIA**  
Preparing for an Academic Career: The Significance of Mentoring  
**DC 2112**  
Speakers:  
Rebecca Fisher, PhD: University of Arizona College of Medicine-Phoenix (C)  
Jennifer Allie, PhD: University of Arizona College of Medicine-Phoenix (C)  |
| 10:15 AM - 11:30 AM | **Workshop IIB**  
Leadership Opportunities and Aiming for Effective Leadership  
**DC B116**  
Speakers:  
Martha McGrew, MD: University of New Mexico Health Sciences Center (C)  
Kyle Leggott, MSIV: University of New Mexico Health Sciences Center (C)  |
| 11:30 AM - 11:45 AM | **Break**                                                       |
| 11:45 AM - 1:15 PM | **Plenary III**  
Academic Portfolios and Promotional Packages  
**HSSB 105**  
Speakers:  
Stephanie Moses, PhD: Texas Tech University School of Medicine-Lubbock (C)  |
| 1:20 PM - 2:35 PM | **Workshop IIIC**  
Service Scholarship  
**HSSB 105**  
Speakers:  
Aldo Maspons, MD: Texas Tech University Health Sciences Center-El Paso (C)  
Ana Cassanova MSIV: University of Arizona College of Medicine-Tucson (C)  |
<p>| 2:35 PM - 2:45 PM | <strong>Break</strong>                                                      |</p>
<table>
<thead>
<tr>
<th>Time</th>
<th>Workshop IIIA</th>
<th>Workshop IA</th>
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</thead>
</table>
| 2:45PM – 4:00PM | **Finding an Academic Residency**  
DC 2112  
Speakers:  
Brad Poss, MD: University of Utah School of Medicine (C)  
Brandi Freeman, MD: University of Colorado School of Medicine (C)  
| 4:00PM – 4:10PM | Break                                                                        |                                                                              |
| 4:10PM – 4:30PM | **Closing Remarks**  
LOCATION CHANGE: DC Auditorium  
John Paul Sanchez MD, MPH: PI, Building the Next Generation of Academic Physicians Initiative, Rutgers New Jersey Medical School (C)  
Valerie Romero-Leggott, MD: University of New Mexico Health Sciences Center (C)  
|
BUILDING THE NEXT GENERATION OF ACADEMIC PHYSICIANS

2015 Southwest Regional

Academic Medicine Career Development Conference
DECEMBER 4-5, 2015
University of New Mexico Health Sciences Center
Albuquerque, New Mexico
Co-Sponsored by the Building the Next Generation of Academic Physicians (BNGAP) Initiative and the University of New Mexico Health Sciences Center

Acknowledgements:
UNM Health Sciences Center Office of the Chancellor
UNM Health Sciences Center Office for Diversity
UNM Health Sciences Center BNGAP Committee
UNM Health Sciences Center BNGAP Advisory Committee
UNM Health Sciences Center Office of Advancement and Alumni Relations
Dr. John Paul Sanchez and the BNGAP Initiative
University of Arizona College of Medicine-Tucson
University of Arizona College of Medicine-Phoenix
University of Colorado School of Medicine
University of New Mexico School of Medicine
University of Utah School of Medicine
Texas Tech University Health Sciences Center at El Paso
Texas Tech University Health Sciences Center at Lubbock
A SPECIAL THANKS TO OUR HEALTH SCIENCES CENTERS WITH TEN OR MORE CONFERENCE PARTICIPANTS

WELCOME

It is with great pleasure that I welcome you to the University of New Mexico Health Sciences Center (UNMHSC) and the Land of Enchantment for the 2015 Southwest Regional Academic Medicine Career Development Conference.

The Building the Next Generation of Academic Physicians (BNGAP) Initiative is a national endeavor to help diverse medical students and residents become aware of academic medicine as a career option and to provide them with the resources to further explore and potentially embark on an academic medicine career.

This is the last of six sites to host a regional conference this year. These regional conferences are open to all, but are tailored to encourage trainees (medical students, residents, PhDs) who are underrepresented in medicine (women, LGBTQ, and racial and ethnic minorities) to consider academic medicine careers.

During the next day and a half you will be able to:
- Explore academic medicine careers to fit with your personal and professional interests
- Navigate the array of academic medicine career paths and opportunities
- Develop and enhance your academic medicine portfolio
- Expand your network among academic medicine colleagues and role models

On behalf of the UNM Health Sciences Center, thank you again for participating in the 2015 Southwest Regional Academic Medicine Career Development Conference. As your host, please take advantage of all our lovely state has to offer.

A special thanks to our co-sponsor Dr. John Paul Sanchez, and the BNGAP Initiative, the UNM Health Sciences Center Office of the Chancellor, the UNM Health Sciences Center Office for Diversity, the UNM BNGAP Committee, the UNM BNGAP Advisory Board, our regional partners, and our planning team for working to bring this conference together.

Sincerely,

Valerie Romero-Leggott, M.D.
Vice Chancellor for Diversity, University of New Mexico Health Science Center
Brad Poss, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brad Poss completed his undergraduate and medical school studies at the University of Kansas, pediatric residency at the Naval Hospital Oakland, and a pediatric critical care fellowship at the University of Utah. He retired in 2007 after 20 years in the US Navy where he served a variety of leadership positions including Director of Graduate Medical Education at Naval Medical Center San Diego. In addition, he served as an Amphibious Task Force Surgeon in support of Operation Enduring Freedom from 2001-2002 and as the THRD Fleet Surgeon from 2005-2007. He is a Fellow of the American Academy of Pediatrics, a member of the Society of Critical Care Medicine, and completed a Masters in Medical Management Degree at the University of Southern California. He is currently serving on the Executive Committee for the American Academy of Pediatrics’ Section on Critical Care as well as the Chairman of the Roundtable on Critical Care Policy’s Board of Directors. His areas of clinical and research interest include graduate medical education, healthcare operations, and disaster management.

John Paul Sanchez MD, MPH: PI, Building the Next Generation of Academic Physicians Initiative; Assistant Dean Diversity & Inclusion, Rutgers New Jersey Medical School

John Paul Sánchez, M.D., M.P.H. has worked extensively to promote diversity and inclusion in the physician and academic medicine workforces. Dr. Sánchez serves as P.I. of the Building the Next Generation of Academic Physicians (BNGAP) Initiative; whose mission is to help diverse medical students and residents become aware of academic medicine as a career option and to provide them with the resources to further explore and potentially embark on an academic medicine career. He is Board-certified in Emergency Medicine and serves as Assistant Dean for Diversity and Inclusion and Co-Director of Careers in Medicine at Rutgers New Jersey Medical School. He is of Puerto Rican ancestry and is gay-identified.

Valerie Romero-Leggott, MD: Vice Chancellor for Diversity, University of New Mexico Health Sciences Center

Dr. Valerie Romero-Leggott received her Bachelor of Arts degree at Harvard University of Cambridge, MA in 1982. She went on to attend the University of New Mexico (UNM), School of Medicine, receiving her Medical Degree in 1992. She has been a primary care provider for many years on the forefront of treating populations burdened by socio-economic, racial and ethnic disparities. Presently, Dr. Romero-Leggott serves as Vice Chancellor for Diversity at the UNM Health Sciences Center, Associate Dean for Diversity at the UNM School of Medicine, and Professor in the UNM Department of Family and Community Medicine. She also serves as the Executive Director of the UNM Combined BA/MD Degree Program, a unique program to promote the recruitment of a diverse group of New Mexico high school seniors interested in practicing medicine in areas of greatest need across New Mexico. Her office promotes inclusivity and diversity throughout the Health Sciences Center and communities and creates opportunities to address the health disparities that affect New Mexicans.

Renee Williams, MD: Assistant Professor, Department of Medicine, New York University School of Medicine

Dr. Williams is currently an Assistant Professor on the Clinician Educator track within the gastroenterology division at New York University School of Medicine. Her primary interests are Education with a concentration in simulation education and observed structural-clinical encounters (OSCE’s). Within gastroenterology her interests are colon cancer screening and prevention. She is actively involved in undergraduate medical education designing and implementing simulation exercises for medical students in their pre-clinical and clinical years. Her involvement in graduate medical education includes her role as the Course Director for an intracutaneous OSCE for GI fellows. She is also actively involved in clinical and educational research.

Speakers continued...
Babatunde Jinadu, MD: Associate Professor, General Pediatrics, Texas Tech University Health Sciences Center School of Medicine at the Permian Basin

Dr. Jinadu did his undergraduate work at Central State University in Wilberforce, OH where he obtained his BS (Cum Laude). He then attended Columbia University College of Physicians and Surgeons in the City of NY where he obtained his MD, after he completed his Residency training in Pediatrics at the Baylor College of Medicine Affiliated Hospitals in Houston, TX. He obtained a Masters of Public Health (MPH) degree from the University of California, Berkeley. He is currently an Associate Professor of Pediatrics, but has served in various other academic and nonacademic professional positions throughout his long esteemed career. He was an Assistant Professor of Pediatrics with the Albert Einstein (Yeshiva) University in New York. He was also and Assistant Professor of Pediatrics with the University of Southern California School of Medicine and Attending Physician with Children’s Hospital of Los Angeles. He also served as the Director of the Department of Public Health and County Health Officer for over 20 years.

Richard Larson, MD, PhD: Executive Vice Chancellor, University of New Mexico Health Sciences Center

Dr. Richard Larson is the Executive Vice Chancellor and Vice President for Research at the University of New Mexico Health Sciences Center. As an established scholar and leader, Dr. Larson oversees the UNM HSC research mission, as well as a number of operational, clinical, and educational programs. Dr. Larson serves as Director of the UNM HSC Clinical and Translational Science Center, a groundbreaking program that speeds the translation of biomedical research into improved medical treatments. In his capacity as CTSC Director, Dr. Larson has built cross-university collaborations that raise the caliber of operational, clinical, and educational programs. Dr. Larson serves as Director of the UNM HSC Clinical and Translational Science Center, a groundbreaking program that speeds the translation of biomedical research into improved medical treatments. In his capacity as CTSC Director, Dr. Larson has built cross-university collaborations that raise the caliber of operational, clinical, and educational programs.

Kyle Leggott, MSIV: University of New Mexico School of Medicine

Kyle Leggott is a native New Mexican who graduated from Tufts University where he played four years of college football. He is a current fourth year medical student at the University of New Mexico School of Medicine. While a medical student, he served as President of the Health Sciences Student Council for two years working collaboratively to empower an interprofessional academic community that serves the health and social needs of the community. He is the recipient of the 2015 Distinguished Leader of the Year Award. He is currently interviewing in Family Medicine with a special interest in academic, health policy, preventable diseases, and institutional leadership.

Ana Maria Lopez, MD, MPH: Associate Vice President Health Equity and Inclusion, University of Utah School of Medicine

Dr. Lopez, a graduate of Bryn Mawr College (A.B. Philosophy) and Jefferson Medical College of Thomas Jefferson University (M.D.), is dedicated to translational research that improves access to care and the reduction of health disparities. She completed residency training in Internal Medicine, served as a Chief Resident and completed fellowships in General Internal Medicine and Medical Oncology at the University of Arizona. Concurrent with her subspecialty training, she completed a MPH at the University of Arizona with a concentration in Health Administration and Policy. Upon completion of her training, she joined the University of Arizona College of Medicine faculty. In 1997, she was named founding Medical Director of the Arizona Telemedicine Program. She served as Associate Dean for Outreach and Multicultural Affairs and earned tenure as a Professor of Medicine.

Aldo Maspons, MD: Assistant Professor, Pediatric Gastroenterology, Hepatology, and Nutrition Texas Tech University Health Sciences Center-El Paso

Martha McGrew, MD: Executive Vice Dean, University of New Mexico School of Medicine

Dr. Martha McGrew is the Executive Vice Dean of the School of Medicine and a Professor and former Chair of the Department of FCM. She graduated from Louisiana State University and completed her residency in Family Medicine at LSU Medical Center. She earned a fellowship in Family Medicine at the University of California, San Francisco. Dr. McGrew’s interests are in Maternal-Child Health and medical education. She is the PI on a Health Resources and Services Administration (HRSA) grant to provide educational faculty development to preceptors in rural New Mexico.

Stephanie Moses, PhD: Associate Professor, Psychiatry, Texas Tech University School of Medicine at the Permian Basin

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Jennifer Allie, PhD, MPA: Assistant Dean, Faculty Affairs-Development, University of Arizona College of Medicine-Phoenix

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Ana Casanova MSIV MPH Candidate: University of Arizona College of Medicine-Tucson

Find an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIIA Concurrent Session

4:30PM- 4:50PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIIB Concurrent Session

4:50PM- 5:15PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIA

4:15PM- 4:25PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

4:25PM- 4:35PM

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Workshop IIB

4:35PM- 4:45PM

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Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

4:45PM- 4:55PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

4:55PM- 5:05PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

5:05PM- 5:15PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

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Workshop IIB

5:15PM- 5:25PM

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Workshop IIB

5:55PM- 6:05PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

6:05PM- 6:15PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

6:15PM- 6:25PM

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Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

6:25PM- 6:35PM

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Workshop IIB

6:35PM- 6:45PM

Finding an Academic Residency

Domenici Center Room 2112

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Workshop IIB

6:45PM- 6:55PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

6:55PM- 7:05PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

7:05PM- 7:15PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

7:15PM- 7:25PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

7:25PM- 7:35PM

Finding an Academic Residency

Domenici Center Room 2112

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Workshop IIB

7:35PM- 7:45PM

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Domenici Center Room 2112

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Workshop IIB

7:45PM- 7:55PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

7:55PM- 8:05PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

8:05PM- 8:15PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

8:15PM- 8:25PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

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Workshop IIB

8:25PM- 8:35PM

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Workshop IIB

8:35PM- 8:45PM

Finding an Academic Residency

Domenici Center Room 2112

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Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Workshop IIB

8:45PM- 9:00PM

Finding an Academic Residency

Domenici Center Room 2112

Brad Ross, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine
Saturday, December 5, 2015

11:45am-1:15pm
Plenary III
Academic Portfolios and Promotional Packages
- Health Sciences and Services Building Room 105
- Stephanie Moses, PhD: Associate Professor, Psychiatry, Texas Tech University School of Medicine at the Permian Basin

1:20pm – 2:35pm
Workshop IIIC
Service Scholarship
- Health Sciences and Services Building Room 105
- Aldo Maspons, MD: Assistant Professor, Pediatric Gastroenterology, Hepatology, and Nutrition, Texas Tech University Health Sciences Center El Paso
- Ana Casanova MSIV MPH Candidate: University of Arizona College of Medicine-Tucson

2:45pm – 4:10pm
Workshop IIIB
Concurrent Session
- Renee Williams, MD: Assistant Professor, Department of Medicine, New York University School of Medicine
- Fatima Gutierrez, MD: Assistant Professor, Pediatrics, Texas Tech University Health Sciences Center El Paso
- Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

2:45pm – 4:10pm
Workshop IIIB
Concurrent Session
- Brad Poss, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine
- Domenici Center Room 2112
- Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

2:45pm – 4:10pm
Workshop IIIB
Concurrent Session
- Altos Maspons, MD: Assistant Professor, Pediatric Gastroenterology, Hepatology, and Nutrition, Texas Tech University Health Sciences Center El Paso
- Ana Casanova MSIV MPH Candidate: University of Arizona College of Medicine-Tucson

3:00pm – 4:00pm
Workshop IIA
Finding an Academic Residency
- Domenici Center Room 2112
- Brad Poss, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine
- Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

4:00pm- 4:10pm
Closing Remarks
- Health Sciences and Services Building Room 105
- John Paul Sanchez MD, MPH: PI, Building the Next Generation of Academic Physicians Initiative; Assistant Dean Diversity & Inclusion, Rutgers New Jersey Medical School
- Valerie Romero-Leggott, MD: Vice Chancellor for Diversity, University of New Mexico Health Sciences Center

Speakers

Jennifer Allie, PhD, MPA: Associate Dean, Faculty Affairs-Development, University of Arizona College of Medicine-Phoenix

Dr. Allie has spent her career devoted to faculty success and vitality, primarily focused on faculty vitality and engagement in academic medicine. Dr. Allie has worked as a leader in the area of faculty affairs and development since 2002, and more recently as a leader in inclusion and equity (2014). Dr. Allie is currently the associate dean for the Office of Faculty Affairs and Faculty Development, and faculty in the Department of Bioethics and Humanism at the University of Arizona College of Medicine-Phoenix, joining the college in 2012. In addition, she serves as the co-director of the newly formed Office of Diversity and Inclusion. Prior to joining the University of Arizona, Dr. Allie served as the Director for the Office of Faculty Affairs for the University of Utah Health Sciences Center (1998-2012).

Ana Casanova MSIV MPH Candidate: University of Arizona College of Medicine-Tucson

Douglas Clark, MD: Chair, Department of Pathology, University of New Mexico Health Sciences Center

Dr. Douglas P. Clark joined the University of New Mexico School of Medicine in October of 2013 as the Pathology Department Chairman and Professor. He holds the Frederick H. Harvey Endowed Chair of Pathology. Dr. Clark received his B.A. degree in Biochemistry and Molecular Biology from Northwestern University and his M.D. degree from The Johns Hopkins School of Medicine. He was a pre-doctoral Howard Hughes Medical Institute fellow at the National Cancer Institute in the laboratory of Drs. Ira Pastan and Michael Gottesman, where he studied multidrug resistance in human tumors. After medical school Dr. Clark completed a pathology residency, cytopathology fellowship, and postdoctoral research fellowship at the University of Pennsylvania. Dr. Clark is an expert in the fields of Cytopathology and Molecular Diagnostics, and has authored over 80 peer-reviewed publications, several books and book chapters, and has given dozens of invited lectures nationally and internationally. As an entrepreneur, Dr. Clark holds several patents and is a scientific founder of Biomarker Strategies, LLC, a cancer diagnostics company that has developed a novel biomarker testing system.

Jon Flemng, MD: Assistant Professor, Emergency Medicine, University of New Mexico Health Sciences Center

Rebecca Fisher, PhD: Associate Professor, Basic Medical Sciences, University of Arizona College of Medicine-Phoenix

Dr. Fisher earned her undergraduate degree from Stanford University and her Ph.D. from Yale University. After graduation, she served as a postdoctoral fellow at the Johns Hopkins University School of Medicine. She joined the University of Arizona College of Medicine Phoenix as a founding faculty member in 2006 and was responsible for designing the anatomic curriculum and the gross anatomy laboratory. Dr. Fisher has been teaching human anatomy to medical students since 1998 and her research program focuses on the functional anatomy and evolution of the vertebrate musculoskeletal system.

Brandi Freeman, MD: Assistant Professor, Pediatrics, University of Colorado School of Medicine

Brandi Kaye Freeman, MD MS is an Assistant Professor of Pediatrics at the University of Colorado School of Medicine. A physician dedicated to eradicating the health inequities that impact vulnerable populations through evidence-based practices and improved quality of health care delivery, in addition to her academic appointment, Dr. Freeman is an Attending Physician at the Child Health Clinic at the Children’s Hospital of Colorado, the Director of Research for the Pediatric Call Center at the Children’s Hospital of Colorado and the Liaison for Diversity in Pediatric Resident Education and Recruitment. In these roles, she is a practicing primary care physician and health services researcher whose research portfolio includes developing strategies to improve communication between families and physician using mobile technology and developing approaches to improve diversity in the health professions.

Fatima Gutierrez, MD: Assistant Professor, Pediatrics, University of New Mexico Health Sciences Center El Paso

Fatima Gutierrez, MD currently is assistant professor in the Department of Pediatrics at Texas Tech University Health Sciences Center El Paso. She works primarily as a Pediatric Hospitalist and has a special interest in resident education. She currently working on several different projects involving residents including Quality Improvement, Border/Global Health Curriculum, new parent elective and Rheumatology telehealth project. Prior to moving to El Paso, Dr. Gutierrez worked as a Pediatric Hospitalist at Texas Children’s Hospital. She attended medical school and completed her Pediatric Residency at the University of New Mexico School of Medicine.
### Saturday, December 5, 2015

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Title</th>
<th>Location</th>
<th>Speakers</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.00am-8.30am</td>
<td>Breakfast</td>
<td>Domenici Center Auditorium Foyer</td>
<td></td>
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<tr>
<td>8.30am-10.00am</td>
<td>Diversity and Inclusion in the Academic Medicine Workforce</td>
<td>Domenici Center Auditorium</td>
<td>Ana Maria Lopez, MD, MPH: Associate Vice President Health Equity and Inclusion, University of Utah School of Medicine</td>
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<td>Plenary II</td>
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<td>Dr. Richard Larson is the Executive Vice Chancellor, University of New Mexico Health Sciences Center</td>
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<td>10.00am-10.15am</td>
<td>Break</td>
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<td>10.15am-11.30am</td>
<td>Workshop IIA</td>
<td>Domenici Center Room 2112</td>
<td>Barbara Fisher, PhD: Associate Professor, Basic Medical Sciences, University of Arizona College of Medicine-Phoenix</td>
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<td>Concurrent Session</td>
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<td>Rebecca Fisher, PhD: Associate Professor, Basic Medical Sciences, University of Arizona College of Medicine-Phoenix</td>
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<td>11.00am-11.45am</td>
<td>Workshop IIB</td>
<td>Domenici Center Room B116</td>
<td>Jennifer Allie, PhD MPA: Assistant Dean, Faculty Affairs-Development, University of Arizona College of Medicine-Phoenix</td>
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<td>Leadership Opportunities and Aiming for Effective Leadership</td>
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<td>11.30am-11.45am</td>
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**Join the Building the Next Generation of Academic Physicians (BNGAP) community and receive free training materials to aid you in the pursuit of an academic career, more info at:**

http://bngap.org/

**Find the conference on Twitter @SWBNGAP**
Friday, December 4, 2015

12:30pm-2:00pm  Conference Registration and Lunch
Domenici Center Auditorium Foyer

2:00pm-2:15pm  Opening Remarks
Domenici Center Auditorium
Valerie Romero-Leggett, MD: Vice Chancellor for Diversity, University of New Mexico Health Sciences Center
Richard Larson, MD, PhD: Executive Vice Chancellor, University of New Mexico Health Sciences Center
John Paul Sanchez MD, MPH: PI, Building the Next Generation of Academic Physicians Initiative; Assistant Dean Diversity & Inclusion, Rutgers New Jersey Medical School

2:15pm-3:45pm  Plenary I
Academic Medicine Career Roles and Opportunities
Domenici Center Auditorium
Douglas P Clark, MD: Chair, Department of Pathology, University of New Mexico Health Sciences

3:45pm-4:00pm  BREAK

4:00pm-5:15pm  Workshop IIIa Concurrent Session
Domenici Center Room 2112
Babatunde Jinaudu, MD: Associate Professor, General Pediatrics, Texas Tech University Health Sciences Center School of Medicine at the Permian Basin
John Paul Sanchez MD, MPH: PI, Building the Next Generation of Academic Physicians Initiative; Assistant Dean Diversity & Inclusion, Rutgers New Jersey Medical School

Workshop IB Concurrent Session
Research Scholarship: Introduction and Advice on Getting into Health Science Research
Domenici Center Room B116
Jon Femling, MD: Assistant Professor, Emergency Medicine, University of New Mexico Health Sciences Center
Dennis Spencer, MD, PhD: Resident Physician, Pediatrics, Lucile Packard Children’s Hospital

5:15pm - 6:30pm  Networking Reception
Domenici Center West-Main Lobby
Hors D’oeuvres and Beverages provided

Speakers continued...

Brad Poss, MD: Associate Dean for Graduate Medical Education, University of Utah School of Medicine
Brad Poss completed his undergraduate and medical school studies at the University of Kansas, pediatric residency at the Naval Hospital Oakland, and a pediatric critical care fellowship at the University of Utah. He retired in 2007 after 20 years in the US Navy where he served a variety of leadership positions including Director of Graduate Medical Education at Naval Medical Center San Diego. In addition, he served as an Amphibious Task Force Surgeon in support of Operation Enduring Freedom from 2001-2002 and as the THROD Fleet Surgeon from 2005-2007. He is a Fellow of the American Academy of Pediatrics, a member of the Society of Critical Care Medicine, and completed a Masters in Medical Management Degree at the University of Southern California. He is currently serving on the Executive Committee for the American Academy of Pediatrics’ Section on Critical Care as well as the Chairman of the Roundtable on Critical Care Policy’s Board of Directors. His areas of clinical and research interest include graduate medical education, healthcare operations, and disaster management.

John Paul Sanchez MD, MPH: PI, Building the Next Generation of Academic Physicians Initiative; Assistant Dean Diversity & Inclusion, Rutgers New Jersey Medical School
J.P. Sánchez M.D., M.P.H. has worked extensively to promote diversity and inclusion in the physician and academic medicine workforce. Dr. Sánchez serves as P.I. of the Building the Next Generation of Academic Physicians (BNGAP) Initiative; whose mission is to help diverse medical students and residents become aware of academic medicine as a career option and to provide them with the resources to further explore and potentially embark on an academic medicine career. He is Board-certified in Emergency Medicine and serves as Assistant Dean for Diversity and Inclusion and Co-Director of Careers in Medicine at Rutgers New Jersey Medical School. He is of Puerto Rican ancestry and is gay-identified.

Valerie Romero-Leggett, MD: Vice Chancellor for Diversity, University of New Mexico Health Sciences Center
Dr. Valerie Romero-Leggett received her Bachelor of Arts degree at Harvard University of Cambridge, MA in 1982. She went on to attend the University of New Mexico (UNM), School of Medicine, receiving her Medical Degree in 1992. She has been a primary care provider for many years on the forefront of treating populations burdened by socio-economic, racial and ethnic disparities. Presently, Dr. Romero-Leggett serves as Vice Chancellor for Diversity at the UNM Health Sciences Center, Associate Dean for Diversity for the UNM School of Medicine, and Professor in the UNM Department of Family and Community Medicine. She also serves as the Executive Director of the UNM Combined B/MD Degree Program, a unique program to promote the recruitment of a diverse group of New Mexico High school seniors interested in practicing medicine in areas of greatest need across New Mexico. Her office promotes inclusivity and diversity throughout the Health Sciences Center and communities and creates opportunities to address the health disparities that affect New Mexicans.

Dennis Spencer, MD, PhD: Resident Physician, Pediatrics, Lucile Packard Children’s Hospital
Stanford University
Dennis J. Spencer, MD, PhD is a resident physician at the Lucile Packard Children’s Hospital at Stanford University. As a member of the house staff in the Department of Pediatrics, Dennis has been inducted into the Stanford Society of Physician Scholars joining other physician-scientists interested in bringing scientific discovery to the practice of medicine. Originally from Baltimore, Maryland, Dr. Spencer obtained a Bachelor of Science degree in Biology from Morehouse College in Atlanta, Georgia. He then went on to graduate from the Weill Cornell / Rockefeller / Sloan-Kettering Tri-Institutional MD-PhD Program where he earned a Doctorate of Philosophy defending his thesis aimed to understand the mechanism of Group A Beta-Hemolytic Streptococcal-induced tonsillitis, “Strep Throat.”

Renee Williams, MD: Assistant Professor, Department of Medicine, New York University School of Medicine
Dr. Williams is currently an Assistant Professor on the Clinical Educator track within the gastroenterology division at New York University School of Medicine. Her primary interests are Education with a concentration in simulation education and observed structural clinical encounters (OSCE’s). Within gastroenterology her interests are colon cancer screening and prevention. She is actively involved in undergraduate medical education designing and implementing simulation exercises for medical students in their pre-clinical and clinical years. Her involvement in graduate medical education includes her role as the Course Director for an intracity OSCE for GI fellows. She is also actively involved in clinical and educational research.
A SPECIAL THANKS TO OUR HEALTH SCIENCES CENTERS
WITH TEN OR MORE CONFERENCE PARTICIPANTS

WELCOME

It is with great pleasure that I welcome you to the University of New Mexico Health Sciences Center (UNMHSC) and the Land of Enchantment for the **2015 Southwest Regional Academic Medicine Career Development Conference**.

The Building the Next Generation of Academic Physicians (BNGAP) Initiative is a national endeavor to help diverse medical students and residents become aware of academic medicine as a career option and to provide them with the resources to further explore and potentially embark on an academic medicine career.

This is the last of six sites to host a regional conference this year. These regional conferences are open to all but are tailored to encourage trainees (medical students, residents, PhDs) who are underrepresented in medicine (women, LGBTQ, and racial and ethnic minorities) to consider academic medicine careers.

During the next day and a half you will be able to:

- Explore academic medicine careers to fit with your personal and professional interests
- Navigate the array of academic medicine career paths and opportunities
- Develop and enhance your academic medicine portfolio
- Expand your network among academic medicine colleagues and role models

On behalf of the UNM Health Sciences Center, thank you again for participating in the **2015 Southwest Regional Academic Medicine Career Development Conference**. As your host, please take advantage of all our lovely state has to offer.

A special thanks to our co-sponsor Dr. John Paul Sanchez, and the BNGAP Initiative, the UNM Health Sciences Center Office of the Chancellor, the UNM Health Sciences Center Office for Diversity, the UNM BNGAP Committee, the UNM BNGAP Advisory Board, our regional partners, and our planning team for working to bring this conference together.

Sincerely,

Valerie Romero-Leggott, M.D.
Vice Chancellor for Diversity, University of New Mexico Health Science Center
Acknowledgements:
UNM Health Sciences Center Office of the Chancellor
UNM Health Sciences Center Office for Diversity
UNM Health Sciences Center BNGAP Committee
UNM Health Sciences Center BNGAP Advisory Committee
UNM Health Sciences Center Office of Advancement and Alumni Relations
Dr. John Paul Sanchez and the BNGAP Initiative
University of Arizona College of Medicine-Tucson
University of Arizona College of Medicine-Phoenix
University of Colorado School of Medicine
University of New Mexico School of Medicine
University of Utah School of Medicine
Texas Tech University Health Sciences Center at El Paso
Texas Tech University Health Sciences Center at Lubbock
Building the Next Generation of Academic Physicians

2015 Southwest Regional Academic Medicine Career Development Conference
DECEMBER 4-5, 2015
University of New Mexico Health Sciences Center
Albuquerque, New Mexico
ALBUQUERQUE WELCOMES

BUILDING THE NEXT GENERATION OF ACADEMIC PHYSICIANS

bngap

2015 Southwest Regional Academic Medicine Conference

UNM HEALTH SCIENCES CENTER

ALBUQUERQUE CONVENTION & VISITORS BUREAU