Dear Colleagues,

Register now for the 2021 Latina/Latino/Latinx Identity, Development, Empowerment, and Resources Seminar (LIDEReS) program, to take place as a virtual event on Friday, July 30, 2021 and Saturday, July 31, 2021, from 8:00am to 4:45pm Pacific Time.

Part of the National Center for LMSA Leadership and Advancement, the two-day LIDEReS seminar brings together faculty and physician advisors from across the United States, providing them with inspirational and practical guidance and tools for pursuing career advancement in academic medicine. The seminar will help participants develop key professional competencies that build self-efficacy, communication skills, and leadership while expanding their network of colleagues, role models, advisors, and champions.

The development of LIDEReS is in response to the continued low number of Hispanic & Latina/o/x-identified senior leaders of our academic medical centers. While this demographic constitutes 18.5% of the general US population, and is the nation’s largest non-white ethnoracial group, only 7% of faculty members at US academic medical centers identify as Hispanic, Latina/o/x, or of Spanish origin. Inadequate representation at the level of leadership hampers clinical, educational, research, and service excellence and contributes to inequities in the communities we serve. Moreover, as our organization celebrates its 50 Years of LMSA Chapters in 2022, we must heed the call and continue to inspire, develop, and empower the next generation of leaders in academic medicine.

Any questions regarding LIDEReS, the National Center for LMSA Leadership and Advancement, or LMSA in general may be directed to Donald Rodriguez, 2021-22 National Center Coordinator, at center@lmsa.net. More LIDEReS information is also available on the LMSA Faculty/Physician Advisory Council (FPAC) website, and a tentative agenda follows this letter. To register as a participant for the 2021 LIDEReS event, please click here. 2021-22 institutional members of the National Center should refer to the instructions provided in the welcome message they received at the beginning of their membership term.

Gratefully,

John Paul Sánchez, MD, MPH (He, Him, El)
Executive Director, The Latino Medical Student Association

Executive Associate Vice Chancellor
Health Sciences Center, Diversity, Equity and Inclusion (DEI), UNM

Interim Executive Diversity Officer
Professor & Vice Chair DEI, Emergency Medicine
Fellowship Director, Learning Environment Officer
University of New Mexico School of Medicine (UNM SOM)
# Tentative Agenda - Last Updated June 19, 2021

## Friday, July 30, 2021

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<th>Session Time (all Pacific Time)</th>
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| 8:00 - 8:30am                  | **Introductions & LMSA: A History of Líderes and Leadership Development**  
- Describe LMSA’s history in advancing Hispanic & Latina/o/x individuals within medicine;  
- Explain the role LMSA has played in developing líderes (leaders); and  
- Acknowledge and honor LMSA alumni and other prominent individuals in senior leadership roles.  
*Honoring the following individuals:*  
- J. Emilio Carrillo, MD  
- Norma Perez, DrPH  
- Elena Rios, MD, MSPH | John Paul Sánchez, MD, MPH  
Executive Director  
The Latino Medical Student Association  
Executive Associate Vice Chancellor  
Health Sciences Center  
Diversity, Equity and Inclusion (DEI)  
University of New Mexico |
| 8:30 - 10:00am                 | **Being a Medical School Dean: Perspectives from Past & Current Latina/o/x Deans**  
- Describe different journeys to becoming a Dean of a Medical School;  
- Identify unique opportunities and challenges of serving as a Latina/Latino/Latinx-identified Dean;  
- Outline strategies to improve working relationships with Deans; and  
- Apply promising approaches to expand Latina/Latino/Latinx-identified medical school leaders. | Pedro “Joe” Greer, Jr., MD  
Founding Dean  
Roseman University College of Medicine  
Olga Rodriguez de Arzola, MD, FAAP  
Dean of Medicine  
Ponce Health Sciences University  
Jose Manuel de la Rosa, MD  
VP for Outreach & Community Engagement  
Founding Dean, Paul L. Foster School of Medicine  
Texas Tech Univ. Health Sciences Center El Paso  
*Moderated by Carrie L. Byington, MD*  
Executive Vice President  
University of California Health |

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| **10:15am - 12:00pm** | **A National Perspective on Hispanic & Latina/o/x Leadership in US Medical Schools** | **David Acosta, MD**  
Chief Diversity & Inclusion Officer  
Association of American Medical Colleges (AAMC)  
**Robert Cain, DO, FACOI, FAODME (invited)**  
President & CEO  
American Association of Colleges of Osteopathic Medicine (AACOM)  
**David Skorton, MD**  
President & CEO  
Association of American Medical Colleges (AAMC)  
**Co-Moderated by Rolando Flores, MEd**  
Associate Dean of Students & Registrar  
Touro University Nevada  
**Co-Moderated by Monica Vela, MD**  
Associate Dean of Multicultural Affairs  
University of Chicago Pritzker School of Medicine |
| **12:00 - 12:45pm** | **Break for Lunch** | **N/A** |
| **12:45 - 1:30pm** | **Friday Workshop Block 1 (2 Options)** | |
| **12:45 - 1:30pm** | 1) **Making a Decision About an Academic Faculty Track** | **Jose Manuel de la Rosa, MD**  
VP for Outreach & Community Engagement  
Founding Dean, Paul L. Foster School of Medicine  
Texas Tech Univ. Health Sciences Center El Paso  
**Sylk Sotto, EDD, MPS, MBA**  
Vice-Chair for Faculty Affairs, Development, and Diversity  
Department of Medicine  
University of Indiana School of Medicine  
**Moderated by Maria Garcia, MD, MPH, FACP**  
Assistant Vice Provost for Diversity & Student Success  
Professor of Medicine  
University of Massachusetts Medical School  
UMass Memorial Medical Center |

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| **12:45 - 1:30pm** | **Friday Workshop Block 1 (2 Options)** | Guadalupe Federico-Martinez, PhD  
Assistant Dean, Faculty Affairs & Development  
Univ. of Arizona College of Medicine - Phoenix  
David Garza, DO, MS.MEdL, FACOFP, FAAFP  
Assistant Professor, Office of Clinical Affairs  
Medical Director, UIW Health Services  
University of the Incarnate Word  
School of Osteopathic Medicine  
*Moderated by Francisco Moreno, MD*  
Associate Vice President, Diversity and Inclusion  
Professor, Psychiatry  
University of Arizona College of Medicine - Tucson |
| **1:30 - 2:30pm** | **Friday Workshop Block 2 (3 Options)** | Maria Garcia, MD, MPH, FACP  
Assist. Vice Provost for Diversity & Student Success  
Professor of Medicine  
University of Massachusetts Medical School  
UMass Memorial Medical Center  
*Sonia Rivera-Martinez, DO, FACOFP*  
Assoc. Professor, Department of Family Medicine  
Assoc. Medical Director, Family Healthcare Center  
Director, NYIT Community Free Clinic & Outreach  
New York Institute of Technology  
College of Osteopathic Medicine  
*Moderated by Nelson Sánchez, MD*  
Associate Professor of Clinical Medicine  
Weill Cornell Medical College |
|  | *Academic Promotion*  
All of the workshops in this block will address the following objectives:  
- Outline expectations to move from Assistant to Full Professor;  
- Demonstrate how conducting Latina/Latino/Latinx-related work can facilitate promotion; and  
- Summarize available resources to support promotion. |
|  | **1) Succeeding along the Clinical Track from Assistant to Full Professor** |
|  | **2) How to Switch an Academic Faculty Track**  
- Discuss factors that may influence the decision to switch tracks; and  
- Describe the benefits and risks of switching tracks. |
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<td>1:30 - 2:30pm</td>
<td><strong>Friday Workshop Block 2 (3 Options)</strong>&lt;br&gt;<strong>Academic Promotion</strong>&lt;br&gt;<em>All of the workshops in this block will address the following objectives:</em>&lt;br&gt;  - Outline expectations to move from Assistant to Full Professor;&lt;br&gt;  - Demonstrate how conducting Latina/Latino/Latinx-related work can facilitate promotion; and&lt;br&gt;  - Summarize available resources to support promotion.</td>
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<td>1:30 - 2:30pm</td>
<td>2) <strong>Succeeding along the Educator Track from Assistant to Full Professor</strong></td>
<td><strong>Alvaro Pérez Arcila, MD</strong>&lt;br&gt;Assistant Dean of Curriculum Development and Accreditation&lt;br&gt;Associate Professor, Pharmacology&lt;br&gt;Universidad Central del Caribe&lt;br&gt;&lt;br&gt;<strong>Maria Soto-Greene, MD</strong>&lt;br&gt;Professor and Executive Vice Dean&lt;br&gt;Rutgers New Jersey Medical School&lt;br&gt;&lt;br&gt;<strong>Moderated by Orlando Sola, MD, MPH</strong>&lt;br&gt;National Advisor&lt;br&gt;Faculty/Physician Advisory Council&lt;br&gt;The Latino Medical Student Association</td>
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<td>1:30 - 2:30pm</td>
<td>3) <strong>Succeeding along the Researcher Track from Assistant to Full Professor</strong></td>
<td><strong>R. Gilberto Gonzalez, MD, PhD</strong>&lt;br&gt;Chief, Neuroradiology Division&lt;br&gt;Dept. of Radiology, Massachusetts General Hospital&lt;br&gt;Professor of Radiology, Harvard Medical School&lt;br&gt;&lt;br&gt;<strong>Hector Rasgado-Flores, PhD</strong>&lt;br&gt;Professor, Department of Physiology &amp; Biophysics&lt;br&gt;Rosalind Franklin University of Medicine &amp; Science&lt;br&gt;&lt;br&gt;<strong>Moderated by Cristina Fernandez, MD, MPD</strong>&lt;br&gt;Assistant Professor of Pediatrics&lt;br&gt;Columbia University Irving Medical Center</td>
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<td>2:30 - 2:45pm</td>
<td><strong>Afternoon Break</strong></td>
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| 2:45 - 3:45pm | **Striving to Become a Departmental Chair**  
- Describe roles and responsibilities of a Departmental Chair;  
- Recognize different paths to becoming a Departmental Chair;  
- Distinguish the unique obstacles and advantages for Latino/Latina/Latinx-identified individuals; and  
- Identify resources to support pursuit of a Chair position. | Alfredo Quinones Hinojosa, MD  
William J. and Charles H. Mayo Professor and Chair of Neurologic Surgery  
Mayo Clinic Jacksonville  
Julie Ann Sosa, MD, MA, FACS  
Chair, Department of Surgery  
Leon Goldman, MD, Distinguished Professorship in Surgery  
University of California, San Francisco  
Monica Verduzco-Gutierrez, MD  
Professor and Chair  
Dept. of Physical Medicine and Rehabilitation  
Long School of Medicine at UT Health San Antonio  
*Moderated by Minerva Romero-Arenas, MD, MPH*  
Assistant Professor of Surgery  
Weill Cornell Medical College |
| 3:45 - 4:30pm | **Nuestra Salud: Taking Care of Self While Taking Care of Others**  
- Explain the unique stressors of serving as a Latino/Latina/Latinx-identified faculty member or senior academic leader;  
- Identify resilience-building strategies to succeed in academia; and  
- Apply strategies to support mental and emotional well-being. | Elizabeth Homan-Sandoval, MD, MPH  
Child & Adolescent Psychiatry  
Carver College of Medicine  
University of Iowa  
*Mauricio Tohen, MD, DrPH, MBA*  
University Distinguished Professor & Chairman  
Department of Psychiatry and Behavioral Sciences  
University of New Mexico School of Medicine  
*Moderated by Peter Ureste, MD*  
Assistant Clinical Professor  
Department of Psychiatry and Behavioral Sciences  
University of California, San Francisco |
| 4:30 - 5:00pm | **Closing Reflections** | Norma Poll-Hunter, PhD  
Senior Director, Workforce Diversity  
Principal Investigator, RWJF Summer Health Professions Education Program  
Association of American Medical Colleges (AAMC) |

(End of LIDEReS Day 1; Day 2 events shown starting on next page)
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| 8:00 - 8:30am     | LIDEReS Day 2 Opening Remarks & Introductions                                            | Denise Martinez, MD  
Associate Dean, Cultural Affairs  
Carver College of Medicine  
University of Iowa |
| 8:30 - 9:30am     | Critical Conversations Regarding Hispanic/Latina/Latino/Latinx Inclusion in Academic Medicine  
- Share personal anecdotes in succeeding in academic medicine;  
- Describe the challenges to Hispanic & Latina/o/x inclusion in academic medicine;  
- Provide examples of successful approaches to enhance Hispanic & Latina/o/x inclusion in academic medicine | David E. Hayes-Bautista PhD  
Professor, Public Health and Medicine  
Director, Center for the Study of Latino Health and Culture  
School of Medicine, Univ. of California, Los Angeles  
Fernando Mendoza, MD, MPH  
Associate Dean of Minority Advising and Programs  
Stanford School of Medicine  
Professor Emeritus, Pediatrics (General Pediatrics)  
Lucile Salter Packard Children's Hospital  
Stanford Medicine  
Eneida Roldan, MD, MPH, MBA  
Chief Executive Officer, FIU HealthCare Network  
Assoc. Dean, International Affairs  
Assoc. Dean, Master in Physician Assistant Studies  
Florida International University  
Herbert Wertheim College of Medicine  
Debora Silva, MD  
Tenured Full Professor  
University of Puerto Rico School of Medicine  
*Moderated by Laura Castillo-Page, PhD  
Chief Diversity & Inclusion Officer  
National Academies of Sciences, Engineering, and Medicine (NASEM)* |
| 9:30 - 9:45am     | Morning Break                                                                             | N/A                                                                                  |
|                   | **Saturday Workshop Blocks 1 & 2: Striving to Become a Dean of a Medical School Office**  
*All of the workshops in Block 1 (gray) and Block 2 (blue) will address the following objectives:*  
- Describe Dean role and progress from Assistant to Senior Associate Dean;  
- Explain how conducting Latina/Latino/Latinx-related work can facilitate promotion; and  
- List resources to support promotion. |                                                                                      |

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| 9:45 - 10:45am | **Dean of Diversity, Equity & Inclusion** | **Ana Nuñez, MD, FACP**  
Professor of General Internal Medicine  
Vice Dean for Diversity, Equity and Inclusion  
University of Minnesota  

**Reena Thomas, MD, PhD**  
Associate Dean of Diversity in Medical Education  
Stanford School of Medicine  
Vice Chair of Diversity and Inclusion  
Department of Neurology, Stanford Medicine  

*Moderated by Monica Vela, MD*  
Associate Dean of Multicultural Affairs  
University of Chicago Pritzker School of Medicine |
| 9:45 - 10:45am | **Dean of Graduate Medical Education** | **Armando Meza, MD**  
Associate Dean for Graduate Medical Education  
Chief of Infectious Diseases  
Texas Tech Univ. Health Sciences Center - El Paso  

**Larissa Velez, MD**  
Associate Dean for Graduate Medical Education  
Michael P. Wainscott, M.D. Professor in Emergency Medicine  
UT Southwestern Medical Center  

*Juan F. Acosta, DO, MS*  
Associate Medical Director Emergency Department.  
Saint Catherine of Siena Medical Center. Adjunct Clinical Professor. NYIT College of Osteopathic Medicine |
| 9:45 - 10:45am | **Dean of Undergraduate Medical Education/ Curriculum** | **John Davis, PhD, MD**  
Professor of Medicine  
Associate Dean for Curriculum  
Interim Associate Dean for Students  
Univ. of California, San Francisco School of Medicine  

*Moderated by Fidencio Saldaña, MD*  
Dean of Students, Harvard Medical School  
Assistant Professor of Medicine  
Brigham & Women’s Hospital |
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<td>10:50 - 11:50am</td>
<td><strong>Dean of Admissions</strong></td>
<td><strong>Gabe Garcia, MD</strong></td>
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<td>Professor Emeritus of Medicine (Gastroenterology &amp; Hepatology) Former Associate Dean of Medical School Admissions Stanford University School of Medicine <strong>Jorge Girotti, PhD, MHA</strong> Research Assistant Professor, Department of Medical Education Past Director, Hispanic Center of Excellence Former Associate Dean of Admissions University of Illinois College of Medicine at Chicago <strong>Moderated by Sunny Nakae, PhD, MSW</strong> Senior Associate Dean for Equity, Inclusion, Diversity, and Partnership California University of Science and Medicine</td>
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<td>10:50 - 11:50am</td>
<td><strong>Dean of Faculty Affairs</strong></td>
<td><strong>Yvonne “Bonnie” Maldonado, MD</strong> Professor &amp; Chief, Division of Infectious Diseases Department of Pediatrics, Stanford Medicine Senior Associate Dean Faculty Development &amp; Diversity Stanford School of Medicine <strong>Beatriz Tapia, MD, MPH, CPH</strong> Assistant Dean, Faculty Development Assistant Professor, Department of Pediatrics UTRGV School of Medicine <strong>Moderated by Francisco Moreno, MD</strong> Associate Vice President, Diversity and Inclusion Professor, Psychiatry University of Arizona College of Medicine - Tucson</td>
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| 10:50am - 11:50am              | **Dean of Student Affairs**                                                                | Leonor Corsino, MD, FACE, MHS  
Associate Professor of Medicine  
Div. of Endocrinology, Metabolism, and Nutrition  
Associate Dean for Student Affairs  
Duke University School of Medicine  
Fidencio Saldaña, MD, MPH  
Dean of Students, Harvard Medical School  
Assistant Professor of Medicine  
Brigham & Women’s Hospital  
*Moderated by Pedro Mancias, MD*  
Adriana Blood Professor, Pediatrics  
Assistant Dean, Diversity & Inclusion  
Assistant Dean, Student Affairs & Admissions  
McGovern Medical School                                                                 |
| 12:00pm - 12:45pm              | **Break for Lunch**                                                                        | N/A                                                                                                                                                   |
| 12:45pm - 1:45pm               | **Vice Chancellor’s/Vice President’s Roles and Perspectives**                              | Joe G. N. "Skip" Garcia, MD  
The Merlin K. DuVal, MD Chair in Medicine  
Univ. of Arizona College of Medicine -Tucson  
Valerie Romero-Leggott, MD  
Vice Chancellor and Diversity & Inclusion  
Executive Officer  
HSC Endowed Professorship for Equity in Health  
Professor of Family & Community Medicine  
Executive Director, UNM SOM Combined BA/MD Degree Program  
University of New Mexico  
*Moderated by Juan Amador, CAE*  
Director, Constituent Engagement  
Association of American Medical Colleges                                                                 |
<p>| 1:45pm - 1:55pm                | <strong>Afternoon Break</strong>                                                                       | N/A                                                                                                                                                   |</p>
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<td>1:55 - 2:55pm</td>
<td><strong>Saturday Workshop Block 3</strong></td>
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| 1:55 - 2:55pm                   | **MedEdPORTAL: Publishing Teaching and Learner Assessment Materials**                                                                | Debora Silva, MD  
Professor, Department of Pediatrics  
University of Puerto Rico School of Medicine  
Grace Huang, MD  
Editor-in-Chief, MedEdPORTAL  
Associate Professor of Medicine  
Harvard Medical School  
*Moderated by Fidencio Saldaña, MD*  
Dean of Students, Harvard Medical School  
Assistant Professor of Medicine  
Brigham & Women’s Hospital |
| 1:55 - 2:55pm                   | **Optimizing CV and Portfolio for Promotion Purposes**                                                                             | Lisa Moreno-Walton, MD, FAAEM  
Director of Research and Director of Diversity  
Section of Emergency Medicine  
Louisiana State University Health New Orleans School of Medicine  
President-Elect  
American Academy of Emergency Medicine (AAEM)  
*Moderated by Minerva Romero-Arenas, MD, MPH*  
Assistant Professor of Surgery  
Weill Cornell Medical College |
| 1:55 - 2:55pm                   | **Serving as a Reviewer, Associate Editor, or Journal Editor-In-Chief**                                                           | David Sklar, MD  
Past Editor-in-Chief, Academic Medicine  
Professor, Department of Emergency Medicine  
University of New Mexico School of Medicine  
*Moderated by José E. Rodríguez, MD*  
Associate Vice President  
Health Equity, Diversity, and Inclusion (HEDI)  
University of Utah Health |

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| 3:00 - 4:00pm| **Hospital Leadership Roles and Perspectives**                                             | **Joseph Betancourt, MD, MPH**  
Senior VP for Equity & Community Health  
Massachusetts General Hospital  
Associate Professor of Medicine  
Harvard Medical School  
**Denice Cora-Bramble, MD, MBA**  
Chief Medical Officer  
Executive Vice President of Ambulatory and Community Health Services  
Chief Diversity Officer  
Children’s National Hospital  
**Moderated by Evelyn Figueroa, MD**  
Professor of Clinical Family and Community Medicine  
University of Illinois at Chicago College of Medicine |
|              | - Distinguish between the various roles within hospital leadership;  
- Identify unique challenges in serving as a Latina/o/x-identified hospital leader; and  
- Assess examples of promising approaches to expand the number of Latina/o/x-identified hospital leaders. |                                                                                     |
| 4:00 - 5:00pm| **Final Reflections - LIDEReS Day 2**                                                     | **Karina Diaz, PhD**  
National President, 2021-22  
The Latino Medical Student Association  
MD Candidate  
University of Washington School of Medicine  
**John Paul Sánchez, MD, MPH**  
Executive Director  
The Latino Medical Student Association  
Executive Associate Vice Chancellor  
Health Sciences Center  
Diversity, Equity and Inclusion (DEI)  
University of New Mexico |