



The Latino Medical Student Association Faculty/Physician Advisory Council

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 Office
University of New Mexico School of Medicine (UNM SOM)

Tentative Agenda - Last Updated June 19, 2021

Friday, July 30, 2021

<u>Session Time</u> (all Pacific Time)	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
8:00 - 8:30am	<p>Introductions & LMSA: A History of Líderes and Leadership Development</p> <ul style="list-style-type: none"> • Describe LMSA’s history in advancing Hispanic & Latina/o/x individuals within medicine; • Explain the role LMSA has played in developing <i>líderes</i> (leaders); and • Acknowledge and honor LMSA alumni and other prominent individuals in senior leadership roles. 	<p>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</p> <p><i>Honoring the following individuals:</i></p> <p>J. Emilio Carrillo, MD Norma Perez, DrPH Elena Rios, MD, MSPH</p>
8:30 - 10:00am	<p>Being a Medical School Dean: Perspectives from Past & Current Latina/o/x Deans</p> <ul style="list-style-type: none"> • 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. 	<p>Pedro “Joe” Greer, Jr., MD Founding Dean Roseman University College of Medicine</p> <p>Olga Rodríguez de Arzola, MD, FAAP Dean of Medicine Ponce Health Sciences University</p> <p>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</p> <p><i>Moderated by Carrie L. Byington, MD</i> Executive Vice President University of California Health</p>

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Friday, July 30, 2021 (continued)

<u>Session Time</u> (all Pacific Time)	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
10:15am - 12:00pm	<p>A National Perspective on Hispanic & Latina/o/x Leadership in US Medical Schools</p> <ul style="list-style-type: none"> • Define facilitators and challenges for Latina/Latino/Latinx-identified individuals serving as senior leaders within medical schools; • Generate opportunities for Latina/Latino/Latinx-identified individuals to develop as leaders; and • Develop plans to nurture the advancement and retention of Latina/Latino/Latinx-identified leaders within medicine. 	<p>David Acosta, MD Chief Diversity & Inclusion Officer Association of American Medical Colleges (AAMC)</p> <p>Robert Cain, DO, FACOI, FAODME (invited) President & CEO American Association of Colleges of Osteopathic Medicine (AACOM)</p> <p>David Skorton, MD President & CEO Association of American Medical Colleges (AAMC)</p> <p><i>Co-Moderated by Rolando Flores, MEd</i> Associate Dean of Students & Registrar Touro University Nevada</p> <p><i>Co-Moderated by Monica Vela, MD</i> Associate Dean of Multicultural Affairs University of Chicago Pritzker School of Medicine</p>
12:00 - 12:45pm	<i>Break for Lunch</i>	N/A
12:45 - 1:30pm	Friday Workshop Block 1 (2 Options)	
12:45 - 1:30pm	<p>1) Making a Decision About an Academic Faculty Track</p> <ul style="list-style-type: none"> • Describe and differentiate common academic tracks; • Review considerations when selecting a track. 	<p>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</p> <p>Sylk Sotto, EDD, MPS, MBA Vice-Chair for Faculty Affairs, Development, and Diversity Department of Medicine University of Indiana School of Medicine</p> <p><i>Moderated by Maria Garcia, MD, MPH, FACP</i> Assistant Vice Provost for Diversity & Student Success Professor of Medicine University of Massachusetts Medical School UMass Memorial Medical Center</p>

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Friday, July 30, 2021 (continued)

<u>Session Time</u> (all Pacific Time)	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
12:45 - 1:30pm	Friday Workshop Block 1 (2 Options)	
12:45 - 1:30pm	<p>2) How to Switch an Academic Faculty Track</p> <ul style="list-style-type: none"> • Discuss factors that may influence the decision to switch tracks; and • Describe the benefits and risks of switching tracks. 	<p>Guadalupe Federico-Martinez, PhD Assistant Dean, Faculty Affairs & Development Univ. of Arizona College of Medicine - Phoenix</p> <p>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</p> <p><i>Moderated by Francisco Moreno, MD</i> Associate Vice President, Diversity and Inclusion Professor, Psychiatry University of Arizona College of Medicine - Tucson</p>
1:30 - 2:30pm	<p>Friday Workshop Block 2 (3 Options)</p> <p><i>Academic Promotion</i> All of the workshops in this block will address the following objectives:</p> <ul style="list-style-type: none"> • 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. 	
1:30 - 2:30pm	<p>1) Succeeding along the Clinical Track from Assistant to Full Professor</p>	<p>Maria Garcia, MD, MPH, FACP Assist. Vice Provost for Diversity & Student Success Professor of Medicine University of Massachusetts Medical School UMass Memorial Medical Center</p> <p>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</p> <p><i>Moderated by Nelson Sánchez, MD</i> Associate Professor of Clinical Medicine Weill Cornell Medical College</p>

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Friday, July 30, 2021 (continued - Friday Workshop Block 2)

<u>Session Time</u> (all Pacific Time)	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
1:30 - 2:30pm	<p>Friday Workshop Block 2 (3 Options)</p> <p>Academic Promotion All of the workshops in this block will address the following objectives:</p> <ul style="list-style-type: none"> • 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. 	
1:30 - 2:30pm	<p>2) Succeeding along the Educator Track from Assistant to Full Professor</p>	<p>Alvaro Pérez Arcila, MD Assistant Dean of Curriculum Development and Accreditation Associate Professor, Pharmacology Universidad Central del Caribe</p> <p>Maria Soto-Greene, MD Professor and Executive Vice Dean Rutgers New Jersey Medical School</p> <p><i>Moderated by Orlando Sola, MD, MPH</i> National Advisor Faculty/Physician Advisory Council The Latino Medical Student Association</p>
1:30 - 2:30pm	<p>3) Succeeding along the Researcher Track from Assistant to Full Professor</p>	<p>R. Gilberto Gonzalez, MD, PhD Chief, Neuroradiology Division Dept. of Radiology, Massachusetts General Hospital Professor of Radiology, Harvard Medical School</p> <p>Hector Rasgado-Flores, PhD Professor, Department of Physiology & Biophysics Rosalind Franklin University of Medicine & Science</p> <p><i>Moderated by Cristina Fernandez, MD, MPD</i> Assistant Professor of Pediatrics Columbia University Irving Medical Center</p>
2:30 - 2:45pm	Afternoon Break	N/A

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Friday, July 30, 2021 (continued)

<u>Session Time</u> (all Pacific Time)	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
2:45 - 3:45pm	<p>Striving to Become a Departmental Chair</p> <ul style="list-style-type: none"> • 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. 	<p>Alfredo Quinones Hinojosa, MD William J. and Charles H. Mayo Professor and Chair of Neurologic Surgery Mayo Clinic Jacksonville</p> <p>Julie Ann Sosa, MD, MA, FACS Chair, Department of Surgery Leon Goldman, MD, Distinguished Professorship in Surgery University of California, San Francisco</p> <p>Monica Verduzco-Gutierrez, MD Professor and Chair Dept. of Physical Medicine and Rehabilitation Long School of Medicine at UT Health San Antonio</p> <p><i>Moderated by Minerva Romero-Arenas, MD, MPH</i> Assistant Professor of Surgery Weill Cornell Medical College</p>
3:45 - 4:30pm	<p>Nuestra Salud: Taking Care of Self While Taking Care of Others</p> <ul style="list-style-type: none"> • 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. 	<p>Elizabeth Homan-Sandoval, MD, MPH Child & Adolescent Psychiatry Carver College of Medicine University of Iowa</p> <p>Mauricio Tohen, MD, DrPH, MBA University Distinguished Professor & Chairman Department of Psychiatry and Behavioral Sciences University of New Mexico School of Medicine</p> <p><i>Moderated by Peter Ureste, MD</i> Assistant Clinical Professor Department of Psychiatry and Behavioral Sciences University of California, San Francisco</p>
4:30 - 5:00pm	<p>Closing Reflections</p>	<p>Norma Poll-Hunter, PhD Senior Director, Workforce Diversity Principal Investigator, RWJF Summer Health Professions Education Program Association of American Medical Colleges (AAMC)</p>

(End of LIDeReS Day 1; Day 2 events shown starting on next page)

Saturday, July 31, 2021

<u>Session Time</u> <i>(all Pacific Time)</i>	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
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	<p>Critical Conversations Regarding Hispanic/Latina/Latino/Latinx Inclusion in Academic Medicine</p> <ul style="list-style-type: none"> ● 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 	<p>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</p> <p>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</p> <p>Eneida Roldan, MD, MPH, MBA Chief Executive Officer, FIU Health Care Network Assoc. Dean, International Affairs Assoc. Dean, Master in Physician Assistant Studies Florida International University Herbert Wertheim College of Medicine</p> <p>Debora Silva, MD Tenured Full Professor University of Puerto Rico School of Medicine</p> <p><i>Moderated by Laura Castillo-Page, PhD</i> Chief Diversity & Inclusion Officer National Academies of Sciences, Engineering, and Medicine (NASEM)</p>
9:30 - 9:45am	<i>Morning Break</i>	N/A
	<p>Saturday Workshop Blocks 1 & 2: Striving to Become a Dean of a Medical School Office <i>All of the workshops in Block 1 (gray) and Block 2 (blue) will address the following objectives:</i></p> <ul style="list-style-type: none"> ● 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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Saturday, July 31, 2021 *(continued)*

<u>Session Time</u> <i>(all Pacific Time)</i>	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
9:45 - 10:45am	Dean of Diversity, Equity & Inclusion	<p>Ana Nuñez, MD, FACP Professor of General Internal Medicine Vice Dean for Diversity, Equity and Inclusion University of Minnesota</p> <p>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</p> <p><i>Moderated by Monica Vela, MD</i> Associate Dean of Multicultural Affairs University of Chicago Pritzker School of Medicine</p>
9:45 - 10:45am	Dean of Graduate Medical Education	<p>Armando Meza, MD Associate Dean for Graduate Medical Education Chief of Infectious Diseases Texas Tech Univ. Health Sciences Center - El Paso</p> <p>Larissa Velez, MD Associate Dean for Graduate Medical Education Michael P. Wainwright, M.D. Professor in Emergency Medicine UT Southwestern Medical Center</p> <p>Juan F. Acosta, DO, MS Associate Medical Director Emergency Department. Saint Catherine of Siena Medical Center. Adjunct Clinical Professor. NYIT College of Osteopathic Medicine</p>
9:45 - 10:45am	Dean of Undergraduate Medical Education/ Curriculum	<p>John Davis, PhD, MD Professor of Medicine Associate Dean for Curriculum Interim Associate Dean for Students Univ. of California, San Francisco School of Medicine</p> <p><i>Moderated by Fidencio Saldaña, MD</i> Dean of Students, Harvard Medical School Assistant Professor of Medicine Brigham & Women's Hospital</p>

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Saturday, July 31, 2021 (continued)

<u>Session Time</u> (all Pacific Time)	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
10:50 - 11:50am	Dean of Admissions	<p>Gabe Garcia, MD Professor Emeritus of Medicine (Gastroenterology & Hepatology) Former Associate Dean of Medical School Admissions Stanford University School of Medicine</p> <p>Jorge Girotti, PhD, MHA 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</p> <p><i>Moderated by Sunny Nakae, PhD, MSW</i> Senior Associate Dean for Equity, Inclusion, Diversity, and Partnership California University of Science and Medicine</p>
10:50 - 11:50am	Dean of Faculty Affairs	<p>Yvonne “Bonnie” Maldonado, MD Professor & Chief, Division of Infectious Diseases Department of Pediatrics, Stanford Medicine Senior Associate Dean Faculty Development & Diversity Stanford School of Medicine</p> <p>Beatriz Tapia, MD, MPH, CPH Assistant Dean, Faculty Development Assistant Professor, Department of Pediatrics UTRGV School of Medicine</p> <p><i>Moderated by Francisco Moreno, MD</i> Associate Vice President, Diversity and Inclusion Professor, Psychiatry University of Arizona College of Medicine - Tucson</p>

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Saturday, July 31, 2021 (continued)

<u>Session Time</u> (all Pacific Time)	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
10:50 - 11:50am	Dean of Student Affairs	<p>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</p> <p>Fidencio Saldaña, MD, MPH Dean of Students, Harvard Medical School Assistant Professor of Medicine Brigham & Women’s Hospital</p> <p><i>Moderated by Pedro Mancias, MD</i> Adriana Blood Professor, Pediatrics Assistant Dean, Diversity & Inclusion Assistant Dean, Student Affairs & Admissions McGovern Medical School</p>
12:00 - 12:45pm	<i>Break for Lunch</i>	N/A
12:45 - 1:45pm	<p>Vice Chancellor’s/Vice President’s Roles and Perspectives</p> <ul style="list-style-type: none"> ● Explain the trajectory to Vice Chancellor/Vice President leadership; ● List unique challenges to serving as a Latina/o/x-identified Vice Chancellor or Vice President; and ● Evaluate and apply promising approaches to expand Latina/o/x-identified Vice Chancellors & Vice Presidents. 	<p>Joe G. N. "Skip" Garcia, MD The Merlin K. DuVal, MD Chair in Medicine Univ. of Arizona College of Medicine - Tucson</p> <p>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</p> <p><i>Moderated by Juan Amador, CAE</i> Director, Constituent Engagement Association of American Medical Colleges</p>
1:45 - 1:55pm	<i>Afternoon Break</i>	N/A

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Saturday, July 31, 2021 (continued)

<u>Session Time</u> (all Pacific Time)	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
1:55 - 2:55pm	Saturday Workshop Block 3	
1:55 - 2:55pm	<p>MedEdPORTAL: Publishing Teaching and Learner Assessment Materials</p> <ul style="list-style-type: none"> • Describe how MedEdPORTAL differs from other academic journals; • Summarize best practices in achieving a MedEdPORTAL publication; and • Examine examples of Latina/o/x authors and Latina/o/x-related content in MedEdPORTAL. 	<p>Debora Silva, MD Professor, Department of Pediatrics University of Puerto Rico School of Medicine</p> <p>Grace Huang, MD Editor-in-Chief, MedEdPORTAL Associate Professor of Medicine Harvard Medical School</p> <p><i>Moderated by Fidencio Saldaña, MD</i> Dean of Students, Harvard Medical School Assistant Professor of Medicine Brigham & Women’s Hospital</p>
1:55 - 2:55pm	<p>Optimizing CV and Portfolio for Promotion Purposes</p> <ul style="list-style-type: none"> • Outline components of a high-quality curriculum vitae (CV) and academic portfolio; • Explain how to pursue and achieve promotion in a timely fashion; and • Describe how to highlight Latina/o/x-specific contributions and achievements for promotion purposes. 	<p>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)</p> <p><i>Moderated by Minerva Romero-Arenas, MD, MPH</i> Assistant Professor of Surgery Weill Cornell Medical College</p>
1:55 - 2:55pm	<p>Serving as a Reviewer, Associate Editor, or Journal Editor-In-Chief</p> <ul style="list-style-type: none"> • Describe the role and responsibilities of a reviewer, associate editor, or journal editor; • Discuss the distinct roles Hispanic & Latina/o/x-identified individuals can play in supporting journals; and • Explain how to become a reviewer, associate editor or journal editor. 	<p>David Sklar, MD Past Editor-in-Chief, <i>Academic Medicine</i> Professor, Department of Emergency Medicine University of New Mexico School of Medicine</p> <p><i>Moderated by José E. Rodríguez, MD</i> Associate Vice President Health Equity, Diversity, and Inclusion (HEDI) University of Utah Health</p>

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Saturday, July 31, 2021 (continued)

<u>Session Time</u> (all Pacific Time)	<u>Session Title & Objectives</u>	<u>Session Presenter(s)</u>
3:00 - 4:00pm	<p>Hospital Leadership Roles and Perspectives</p> <ul style="list-style-type: none"> • 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. 	<p>Joseph Betancourt, MD, MPH Senior VP for Equity & Community Health Massachusetts General Hospital Associate Professor of Medicine Harvard Medical School</p> <p>Denice Cora-Bramble, MD, MBA Chief Medical Officer Executive Vice President of Ambulatory and Community Health Services Chief Diversity Officer Children’s National Hospital</p> <p><i>Moderated by Evelyn Figueroa, MD</i> Professor of Clinical Family and Community Medicine University of Illinois at Chicago College of Medicine</p>
4:00 - 5:00pm	<p>Final Reflections - LIDEREs Day 2</p>	<p>Karina Diaz, PhD National President, 2021-22 The Latino Medical Student Association MD Candidate University of Washington School of Medicine</p> <p>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</p>