A Letter from the President

I hope you and your family are doing well during our COVID-19 pandemic. As our future and current clinical, research, educational and administrative workforces you are all playing a critical role in curbing the spread and morality of COVID-19. Stay strong and healthy! I hope that the first BNGAP monthly newsletter can provide an outlet to continue our dialogue and celebrate our successes in building a pre-faculty workforce.

As many of you know, BNGAP was founded over 10 years ago with a mission to help medical students, residents, and fellows 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.

In working with trainees and institutional leaders we have been able to evolve and lead a new concept - Pre-Faculty Development - to provide trainees with foundational self-efficacy, knowledge, skills, and experiences to be successfully engaged and appointed to a faculty position within an academic institution.

(Sánchez J.P. and Williams V., 2019)

Over the past 10 years, we have had many successes. Eighty plus distinguished trainees and faculty have led the development, implementation, and evaluation of four pre-faculty development curricula consisting of 40 workshops. Since 2012, 37 host medical schools in collaboration with 45 collaborating medical schools, and 300+ diverse faculty facilitators have taught the curricula to over 2,000 trainees, the majority being self-identified women and/or under-represented racial and ethnic minorities. Through this systematic process, our BNGAP MEMBERS have authored 25 journals articles and a 12-chapter book.

OUR WORK IS NOT DONE until we have a diverse academic medicine workforce. I look forward to our on-going discussions and collaborations as we build a larger pre-faculty workforce. In the meantime, encourage others to become BNGAP members, participate in our webinars, start a BNGAP chapter, consider hosting one of our career development conferences, join one of our writing/publishing groups or committees. Most importantly, stay in touch - the BNGAP Board wants to facilitate your success in the academic appointment and promotion processes.

Gratefully,

J.P. SÁNCHEZ MD, MPH
PRESIDENT, BNGAP INC.
10th Anniversary Celebration and 2nd Annual Pre-Faculty Development Conference Highlights:

In terms of 205 participants:
- 42 college students
- 77 medical students, residents, and fellows
- 86 physicians and other health professionals

Scholarly work:
- 4 plenaries
- 18 workshops
- 35 posters

Unique innovations:
- Writing Seminars
- Career Advising
- Poster Showcase and Competition
- Awards Ceremony

15 Trainee Leadership Award
Joanna Abaraoha, CUNY School of Medicine*
Yaritzy Astudillo, New York Medical College*
Amir Bhuyian MD, Medical Resident, University of South Florida Morsani College of Medicine (USFCOM)
Tristan Boyer, Albany Medical College (AMC)*
Katia Bravo-Jaimes, USFCOM*
Alec Calac, UC San Diego School of Medicine*
Carly Chiwiwi, David Geffen School of Medicine at UCLA
Danilea Carmona Matos, San Juan Bautista School of Medicine*
Samir El Sawaf, AMC*
Aayush Gabrani MD, Pediatric Resident, Rutgers NJMS
Sarah Martinez, AMC*
Eric Molina MD-PhD Candidate, Baylor School of Medicine
Roselande Marcellon, AMC*
Grace Rivera-Owen, AMC*
Caleb Shahbandeh, College of Medicine, The University of Oklahoma*

Organizational/Institutional Award
Lahia Yemane MD and Carmin Powell MD, Co-Directors, Stanford Medicine LEAD (Leadership Education in Advancing Diversity) Program

Health Professional Leadership Award
Gezzer Ortega MD, MPH, Center for Surgery and Public Health, Brigham and Women’s Hospital, Harvard Medical School, Harvard T.H. Chan School of Public Health

Junior Leadership Award
Constance Zhou MD-PhD Candidate, Weill Cornell/Rockefeller/Sloan-Kettering and Pooja Kothari, Rutgers NJMS*

*MD Candidate
Monthly Spotlight:

NICHOLAS BRUTUS, BNGAP COORDINATOR

We are thrilled to announce Nicholas Brutus as our new BNGAP Coordinator!

Nicholas was first introduced to BNGAP at the LGBT Health Workforce Career Fair as an undergraduate at Hunter College. At Hunter, Nicholas excelled academically and athletically becoming a NCAA Scholar All-American Wrestler while earning dean’s list honors for multiple semesters. He is now in his gap-year before medical school where he works as a Quality Control Team Leader at an infectious disease-focused medical device company in Long Island, New York. There, he has been involved and has overseen the development and improvement of rapid detection test kits for pathogens including COVID-19, HIV1/HIV2, Syphilis, Zika, Ebola, and more. He has recently accepted an offer to attend medical school at Albany Medical College where he will be collaborating with Dean Hyacinth Mason. Lastly, Nicholas is a proud Haitian-American and will be the first physician of his family.

Congratulations again Nick and welcome aboard!

The First Ever Book to Prepare Diverse Trainees to Consider Academic Medicine Careers

Now more than ever, we must support racial and ethnic minorities, women, sexual and gender minorities and other diversity groups in becoming future faculty and academic health center leaders. The book provides information on the state of diversity and inclusion in academic medicine, how to reduce the minority tax by transforming academic tasks to scholarship, demystifies academic career tracks and the promotion process, describes different leadership styles, and how to finance an academic medicine career.

Purchase the book!

“Significant discounts available for purchases of 20+ copies of soft-cover books. Contact bngapinc@gmail.com”

Participate in the Book Club Webinar Series: Every Tuesday from April 14th to June 30th, 2020, at 12pm EST and 8pm EST, for 30 minutes, one of the 12 book chapters will be discussed and the co-authors will be available to discuss their content.

Register for the zoom-based webinar series

Not a member yet?
Register at
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BNGAP.org
Twitter.com/BNGAP

“The BNGAP Podcast” available on Youtube and Facebook.