Dear BNGAP Family,

July is a time for new beginnings and transition! While January 1st may be globally celebrated as the New Year, academic institutions across the country recognize July as the start of a new academic calendar. It marks the beginning of a new fiscal budget year. New house staff enter teaching hospitals around the country. Former trainees enter the workforce as Attendings or Independent physicians. Academic faculty promotions are enacted.

The lack of diversity in the academic medicine workforce, however, is ever apparent at the dawn of each academic year. URMs, SGMs, and women are underrepresented in all ranks of medical school faculty. The disparity in ranking is greatest at the highest academic positions. In 2013, Yu et al reported that at US medical schools, professor, chairperson, and deans level titles were overwhelmingly held by individuals who identify as white.* Further, in 2018, women represented less than 20% of chairpersons or deans of the medical school.** In line with our mission, BNGAP’s team of nearly 70 diverse trainees and faculty have designed, implemented, and evaluated 4 curricula to motivate pre-faculty towards success along an academic career path. Our curriculum on “Critical Transitions” specifically aims to prepare its learners to apply for Academic Residency / Fellowships or their first academic appointment.

As a BNGAP board, WE ARE FAMILY! Accordingly, as we recognize professional accomplishments within our board, we also want to celebrate all of our BNGAP family members as you move along the ranks to help diversify academic medicine!

Sincerely,

Dennis J Spencer, MD, PhD
Founding Treasurer and Executive Board Member, BNGAP

Cheryl Brewster, Ed.D., MA
Executive Board Member, BNGAP


**MONTHLY SPOTLIGHT**

Teddy G. Goetz MS, M.D. Candidate

Teddy G. Goetz is a fourth-year medical student at Columbia University, College of Physicians and Surgeons and Co-Director of Research for the Medical Student Pride Alliance, the first national LGBTQ medical student organization. Teddy is also the recipient of the LGBT Workforce Conference Junior Leadership Award. Previously, they studied biochemistry and gender studies at Yale, conducting research on a wide spectrum of biologically- and socially-determined aspects of gender-based health disparities, including earning their M.S. developing the first animal model of transgender hormone therapy. Their interests include psychiatry, LGBTQ health, women’s health, narrative medicine, sustainable and locally-rooted global health, and physician advocacy. Outside of the hospital, they can be found writing poetry, taking pictures, on long runs/bike rides/hikes, listening to podcasts, and hosting potlucks.

**RECENT FACULTY APPOINTMENTS/PROMOTIONS**

_Congratulations!_

**Gezzer Ortega, MD, MPH**  
_Appointed as Instructor_

Instructor, Center for Surgery and Public Health, Department of Surgery at Brigham and Women’s Hospital, Harvard Medical School

**Nelson F. Sanchez, MD**  
_Promoted from Assistant to Associate Professor_

Associate Professor of Clinical Medicine, Weill Cornell/Memorial Sloan Kettering, Co-Chair, LGBT Health Workforce Conference, Vice-President BNGAP Inc
Dennis J. Spencer, MD, PhD
*Appointed as Instructor and Staff Physician*

Instructor in Pediatrics
Harvard Medical School
Staff Physician, Division of Gastroenterology and Nutrition
Boston Children's Hospital

Reena Thomas, MD
*Promoted from Assistant to Associate Professor*

Clinical Associate Professor, Neurology and Neurological Sciences, Director of the Adult NeuroOncology Fellowship, Stanford Medicine

Cheryl Brewster, EdD
*Promoted from Associate to Professor/Senior Executive Dean*

Professor and Senior Executive Dean, Diversity, Equity and Inclusion, Roseman University of Health Sciences
NEW BNGAP PODCAST SEASON
Success Stories In The Appointment and Promotion Process

The first episode of our new podcast season "Success Stories in the Appointment and Promotion Process" is now available!

This season we celebrate our BNGAP members’ recent faculty promotions and appointments!

Listen to the Podcast

NEW PODCAST SPOTLIGHT
The ACCEPTED podcast

Leonor Corsino, MD, MHS and Jasmine Chigbu launch their new podcast "ACCEPTED."

Their first episode provides advice for pre-medical students planning to apply to medical school during this application cycle.

Listen to the Podcast

Melissa Gonzales, PhD
Promoted from Associate to Professor/Associate Vice Chancellor

Professor, Department of Internal Medicine, Division of Epidemiology, Biostatistics and Preventive Medicine
University of New Mexico School of Medicine
Associate Vice Chancellor for Research and Evaluation
Office for Diversity, Equity and Inclusion
University of New Mexico Health Sciences Center
BNGAP LAUNCHES NATIONAL CENTER FOR
PRE-FACULTY DEVELOPMENT

After reflecting on the past 10 years with community members attending the 2nd Pre-Faculty Development Conference and 10th Anniversary Celebration, BNGAP Inc. has decided to create a National Center for Pre-Faculty Development. The center will support academic health centers and national organizations as they work towards diversifying academic medicine through pre-faculty development. Pre-Faculty development is defined as “providing trainees with foundational self-efficacy, knowledge, skills, and experiences to be successfully appointed, and eventually promoted and tenured within an academic institution (Sánchez JP and Williams V, 2019.)” Resources provided by the Center to members will include:

- Academic Career Development Seminars and webinars to help diverse trainees gain greater awareness of, interest in, and preparedness for academic careers.

- An e-Newsletter to inform diverse trainees of career, employment, and funding opportunities and upcoming events across the country. Additionally, trainees and faculty leaders of pre-faculty development will be featured.

- Academic Medicine Writing Fellowship for Tier 2 and Tier 3 members. Trainee and faculty fellows learn how to publish medical education content.

- Visibility as a pre-faculty development leader.

- Networking with other trainees, faculty, and administrators dedicated to diversifying academic medicine through pre-faculty development.

- Leadership Development for trainees, faculty and administrators so that they may become effective leaders of pre-faculty development at their institution, and on the regional and national levels.
The 22 inaugural academic health centers and national organizations include:

- Albany Medical College
- Asian Pacific American Medical Student Association
- Carver College of Medicine, University of Iowa
- Eastern Virginia Medical School
- Geisinger Commonwealth School of Medicine
- George Washington School of Medicine and Health Sciences
- Kansas Health Science Center
- Latino Medical Student Association
- Marshall University Joan C. Edwards School of Medicine
- Medical Student Pride Alliance
- New York Medical College School of Medicine Office of Diversity and Inclusion
- Oklahoma University College of Medicine
- Planned Parenthood
- Stanford School of Medicine, Center of Excellence in Diversity in Medical Education (COEDME)
- Student National Medical Association
- University of Arizona College of Medicine - Tucson Office of Diversity, Equity and Inclusion
- University of California Riverside School of Medicine
- University of Kentucky College of Medicine
- University of New Mexico Health Sciences Center
- University of Utah Health
- Western Michigan University - Homer Stryker MD School of Medicine
- Zucker School of Medicine at Hofstra/Northwell

If you are interested in joining the Center please contact J.P. Sánchez MD, MPH at bngapinc@gmail.com
MID-YEAR BNGAP PRE-FACULTY DEVELOPMENT CONFERENCE AND WHITE PAPER DE-BRIEFING

September 25th and September 26th

One of the many outcomes of BNGAPs 10th Anniversary Celebration/2nd Pre-Faculty Career Development Conference, was initiating the development of a document entitled White Paper: Pre-Faculty Development for Groups Under-represented in Academic Medicine. Thank you to the countless trainees, faculty, and senior administrators for helping to draft this report. This report will be shared during our next national conference. On September 25 (Friday) and 26 (Saturday), 2020, BNGAP will host the

*Mid-Year BNGAP Pre-Faculty Development Conference and White Paper De-Briefing*

The webinar-based conference will include the following components:

- Panel discussion of each chapter of the white paper;
- Critical Transitions Workshops: Finding an Academic Residency, Academic Fellowship or First Academic Position (these workshops are designed for our trainees as they transition educational and career levels and for faculty/administrators interested in learning how to advise their trainees);
- Presentation of Pre-Faculty Leadership and Trainee Excellence Awards

(Apply for awards by September 1, 2020)

For further conference information visit - http://bngap.org/10th-anniversary-conference/

Register Here

*All participants who attended the 10th Anniversary Celebration will have FREE registration.* Otherwise the cost of registration is the following: college student - $20 dollars; graduate student - $30; resident/fellow - $40; faculty, administrators, staff - $60.

We look forward to seeing you on September 25-26, 2020.

Gratefully,
BNGAP Board
Dear BNGAP community,

We are writing to inform all of our physicians and nurses in training of a unique, post-graduate research fellowship: the National Clinician Scholars Program (NCSP). Two of our current Board members, Andrea García and Louisa Holaday, participated in the NCSP, which shaped their careers, and provided skills to more effectively serve their communities. The NCSP fellowship is for physicians and postdoctoral nurses who aim to be change agents driving policy-relevant research and partnerships to improve health and health care.

The goal of the program is to train physicians (of all clinical specialties) and nurses who will apply their research training to work as leaders and collaborators embedded in communities, healthcare systems, government, foundations, and think tanks in the United States and around the world. The program is particularly well-tailored to those looking for training in community-based participatory research, quality improvement and implementation science, and comparative effectiveness and outcomes research, as well as public health, health policy and leadership. The NCSP is located at six sites, along with their affiliated VA Medical Centers: Duke University; University of California, Los Angeles; University of California, San Francisco; University of Michigan; University of Pennsylvania; and Yale University.

Please consider this incredible fellowship, and spread the word to others who may be well-suited. Applications opened on May 1, 2020, and close on July 15, 2020. Accepted applicants will enter the program in July 2021. Please do not hesitate to contact us with questions.

Best regards,
BNGAP Executive Board

Click here for link

Not a member yet?
Register at www.BNGAP.org/registration