

BNGAP

Building the Next Generation of Academic Physicians

OUR MISSION

TO HELP DIVERSE MEDICAL STUDENTS AND RESIDENTS EMBARK UPON AN
ACADEMIC MEDICINE CAREER

LETTER FROM NATIONAL LEADERSHIP

Connecting, Advancing, Transforming: Celebrating Our Journey Together

Dear BNGAP Community,

Mark your calendars! We are thrilled to announce the awaited BNGAP National 'Pre-Faculty' Career Development Conference, set to take place virtually Friday, October 13th and in person/virtual on Saturday, October 14th. This conference, a cornerstone of our mission, will offer a unique platform for emerging professionals to network, gain valuable insights, and chart their path to success in academic medicine. Register today at <https://bngap.org/national-conference/>, as we're determined to make this year's conference our best one yet.

To the residency applicants; as you embark on the interview season, we want you to know that your hard work, dedication, and perseverance have not gone unnoticed. You are the future of medicine, and we have every confidence that you will shine brightly in your interviews. BNGAP stands beside you, offering our unwavering support and well-wishes for this pivotal phase of your journey.

We are proud to announce that Ray Lucas, MD and Ashley Rodgers, MD represented BNGAP at the AMA ChangeMEDED Conference. Their presentation focused on "Pre-Faculty Development Competencies," shedding light on the critical skills and knowledge needed to thrive in the ever-evolving landscape of academic medicine. We are thrilled to be at the forefront of shaping the future of medical education, and this is just the beginning of our journey towards transformative change.

Thank you for your unwavering support, commitment, and dedication to the BNGAP mission. Together, we are building a brighter, more inclusive future for academic medicine. Stay tuned for more exciting updates in this edition of the BNGAP Newsletter.

NICHOLAS N. BRUTUS, MS4
NATIONAL COORDINATOR, BNGAP INC.



UPCOMING EVENTS

**PREFAC National
Conference
October 13-14**



BNGAP NATIONAL 'PRE-FACULTY' CAREER DEVELOPMENT CONFERENCE (OCT 13TH - OCT 14TH - NYC)

Register today!

BNGAP NATIONAL PRE-FACULTY CAREER DEVELOPMENT CONFERENCE

The conference is the first forum to bring together trainees, faculty, staff, and senior leaders to share and discuss activities and best practices in building the next generation of academic health professionals.

Fri, Oct 13, 2023 from 9 AM - 5 PM EST
VIRTUAL ONLY

Sat. Oct 14, 2023 from 9 AM - 4 PM EST
Virtual & In-Person:
Belfer Research Building, 413 East 69th Street, NYC



FREE Registration until October 12 - <https://bngap.org/national-conference/Program> - <https://bngap.org/lgbthwfwconf/program-information-pre-faculty/>



Keynote Speaker:

Mekbib Gameda, EdD

*Vice President of Diversity and Inclusion
at Eastern Virginia Medical School
(EVMS)*



Visit www.bngap.org or email bngapcoordinator@gmail.com for more information!



Conference Background

Diversifying the academic health professions workforce is distinct from diversifying the clinical health professional workforce. Despite many initiatives, many academic health professions' workforces, including medical, dental and nursing, fall short in reflecting the diversity of the general population. These trends will not change unless there are innovative, concerted efforts to increase the upstream pipeline of diverse individuals considering academic careers. Little research and educational efforts have been dedicated to addressing this emerging career development area. BNGAP has defined this emerging area as:

Pre-Faculty Development -

To provide trainees with foundational self-efficacy, knowledge, skills, and experiences to be successfully appointed, and eventually promoted and tenured within an academic institution.

BNGAP NATIONAL 'PRE-FACULTY' CAREER DEVELOPMENT CONFERENCE (OCT 13TH - OCT 14TH - NYC)

October 13th Schedule - VIRTUAL

All times are Eastern Standard Time (EST)



9:00 – 9:30AM	Breakfast and Welcome
9:30 – 10:30AM	Review and Update of the National Center for Pre-Faculty Development
10:30 – 11:15AM	Review and Update of the Pre-Faculty Competencies and Milestones Project
11:30-12:30PM	<p>Session A. - Deconstructing the Asian Monolith: A Topic Review of the Asian Diaspora in US Healthcare</p> <p>Session B: - Communication With Cultural Humility in Surgical Care</p>
12:30 - 1:15PM	Lunch and PRE-FAC Networking
1:30 – 2:30pm	Addressing Tokenism
2:45 – 3:45pm	<p>Session A: A Narrative Medicine Approach to Senior Medical Student Implicit Bias Training Medicine</p> <p>Session B: Opportunity for racial and ethnic diversity in Adult Gastroenterology Fellowship Pipeline</p>
4:00 – 5:00pm	Advisor-Advisee Plenary - Defining and enhancing the role and responsibilities of chapter advisors and student leaders

BNGAP NATIONAL 'PRE-FACULTY' CAREER DEVELOPMENT CONFERENCE (OCT 13TH - OCT 14TH - NYC)

October 14th Schedule - IN PERSON & VIRTUAL
Belfer Research Building, 413 East 69th Street, NYC, NY



9:00 – 9:45AM

Breakfast and Welcome

9:45 – 10:45AM

Session A: Dissecting Diversity Trends Amongst General Surgery Residents

Session B: The problems and prospects of Artificial Intelligence for Today's Medical Education

11:00 – 12:00AM

Session A: Maximizing the relationship between chapter advisor and chapter student leaders/advisees to achieve organizational and professional goals

Session B: Balancing roles - "chapter advisor and faculty/staff member" or "student and chapter leader"

Session C: A Peek Behind the Curtain: Navigating Academic Medicine Offices to Enhance Your Organization's Influence on Diversity Education & Initiatives

The BNGAP National 'Pre-Faculty' Career Development Conference for Diverse Trainees and Faculty is the first forum to bring together trainees, faculty, and senior leaders to share and discuss activities and best practices in building the next generation of academic health professionals.

Schedule continues on following page.

BNGAP NATIONAL 'PRE-FACULTY' CAREER DEVELOPMENT CONFERENCE (OCT 13TH - OCT 14TH - NYC) CONT.

October 14th Schedule - IN PERSON & VIRTUAL
Belfer Research Building, 413 East 69th Street, NYC, NY



12:00 – 1:00PM

Session A: Harnessing institutional support for chapter goals and activities

Session B: Managing microaggressions/discrimination/harassment by chapter advisee/leader and advisor

1:15 – 2:15PM

LUNCH and PREFAC Networking

2:15 – 3:00PM

Keynote Speaker:
Mekbib Gameda EdD
Eastern Virginia Medical
School Vice President for
Diversity and Inclusion

Watch Dr. Gameda televised discussion on Men's Health [here](#)

Watch Dr. Gameda's "Telling Your Story" presentation [here](#)



3:00 – 4:00PM

PREFAC Awards / Pin Ceremony /
Closing Ceremony

BNGAP COMMUNITY HIGHLIGHTS

Melissa Palma, MD, MPH (she/her)

I attended my first BNGAP presentation by Dr. Sánchez at the LMSA Midwest Regional Conference in 2015 as an M4. Despite having an interest in clinical medicine, medical education, and health equity work, I wasn't quite sure how I could navigate a career that combined them all. By attending BNGAP conferences, workshops, and webinars I was introduced to the different ways I could be involved in all of those interests in academic medicine. I also learned important academic terms and milestones I had never heard of before like "promotions and tenure committee" or even the difference between a clinical instructor and an assistant professor. BNGAP gave me the framework to shape my search to create the career I wanted: becoming a community-based, academically-affiliated family medicine physician with the skills to advocate in the clinic, on a national committee, or with policymakers for the health of our communities.



Melissa Palma, MD, MPH (she/her/ella/siya)

Family Medicine Physician, Thundermist Health Center
Clinical Assistant Professor of Family Medicine, The Warren Alpert School of Medicine at Brown University
Medical and Public Health Advisor TayoHelp.com

BNGAP PRESENTS AT THE AMA CHANGEMEDED CONFERENCE

Pre-Faculty Competencies

On September 28, Ashley Rogers, MD, Joel Dikerman DO and Ray Lucas MD presented a workshop based on our recent project "Pre-Faculty Competencies Promoting Diverse Trainees Entry into Academic Medicine Careers". The project was funded by the Josiah Macy Jr Foundation and is one of several national and international recent presentations on BNGAP's work in the is area.



BNGAP COMMUNITY HIGHLIGHTS

Shanice Cox

A few months before I decided to complete a research year, Dr. Sanchez hosted a lecture series at my institution outlining how underrepresented medical students can ascend into the academic realm. At first glimpse, I pondered, "Is it too early to consider this? " Up until this point, I had been unsure of which specialty I would choose when this was all over. Dr. Sanchez provided innumerable examples of how to enter this space, and with his guidance, I approached my research year with a sense of confidence, carving out publications that represented the core of the narrative I desired for my CV. This presentation hosted by BNGAP not only resulted in six publications within a single academic year, but it also positioned me for the future. As far as my interest in a future faculty position, the mission BNGAP as well as their presence and visibility in this space is proof of the possible, and has been invaluable to my persistence to one day be a leader in academic medicine.

Shanice Cox, MS4

Burnett School of Medicine at TCU



MESSAGE TO 2024 RESIDENCY APLPICANTS

BNGAP Executive Board

Dear Residency Applicants,

We hope this message finds you in good health and high spirits as you embark on the exciting journey of applying for residency positions. The path ahead is undoubtedly challenging, but it's also filled with immense opportunities for growth and learning.

As you navigate through the intricate process of residency applications, interviews, and match day, please remember that you are not alone in this endeavor. The BNGAP community is here to offer our unwavering support and guidance.

BNGAP is dedicated to fostering diversity, equity, and inclusion within the medical field. We are committed to providing resources, mentorship, and to support you in your academic journey. Our organization believes in the power of community and the strength that comes from supporting one another. In this application cycle, we want to extend our heartfelt wishes for your success. May your dedication, hard work, and passion shine through in your applications, and may you find the perfect residency program that aligns with your goals and aspirations.

CONGRATULATIONS TO DR. J.P. SANCHEZ!

John P. Sanchez, MD, MPH

President and Founder, BNGAP Inc.



We are pleased to announce that **John Paul Sánchez MD, MPH**, an outstanding educator and senior administrator at Health & Health Sciences of the University of New Mexico (UNM), has agreed to serve as the **new Dean of the LCME-accredited Universidad Central Del Caribe (UCC) School of Medicine**, Bayamón, Puerto Rico, starting January 2024.

Quote from President Dr. Waleska Crespo:

"For us at Universidad Central del Caribe it is an honor to have Dr. Sánchez as our new Dean of Medicine. His passion for medical education and his support for diversity, equity, and inclusion of medical school students and administrative staff will serve to strengthen our faculty's work and student development. In addition, Dr. Sánchez is a representative of the Puerto Rican diaspora that returns to Puerto Rico to contribute with his knowledge and experiences and to continue building bridges with other educational institutions and related organizations in the United States. We warmly welcome Dr. Sánchez to UCC and Puerto Rico".



2023 AAMC Group on Diversity and Inclusion

EXEMPLARY LEADERSHIP AWARD RECIPIENT

John P. Sánchez, MD, MPH

Executive Associate Vice Chancellor for Diversity, Equity, and Inclusion (DEI), University of New Mexico Health Sciences Center
Professor and Vice Chair for DEI, Emergency Medicine, University of New Mexico School of Medicine

**6% IS NOT
ENOUGH!**

Necesitamos Más

National Latino Physician Day

EVENT SPEAKERS



Michael Galvez
Founder National
Latino Physician Day



Cesar Padilla
Co-Founder National
Latino Physician Day



Elena Rios
President & CEO
National Hispanic
Medical Association



Joaquin Arambula
California
Assemblymember
District 31



John Paul Sánchez
Executive Director
Latino Medical
Student Association



Katherine Bianco
Clinical Professor,
Obstetrics & Gynecology
Stanford



Antonio Hernandez Conte
President of
California Society of
Anesthesiologists

Other invited speakers include: legislators and national leaders

WHEN
SUNDAY
OCTOBER 1ST 2023
11:00 AM -
3:00 PM PST

WHERE
CENTER FOR ACADEMIC
MEDICINE
STANFORD UNIVERSITY
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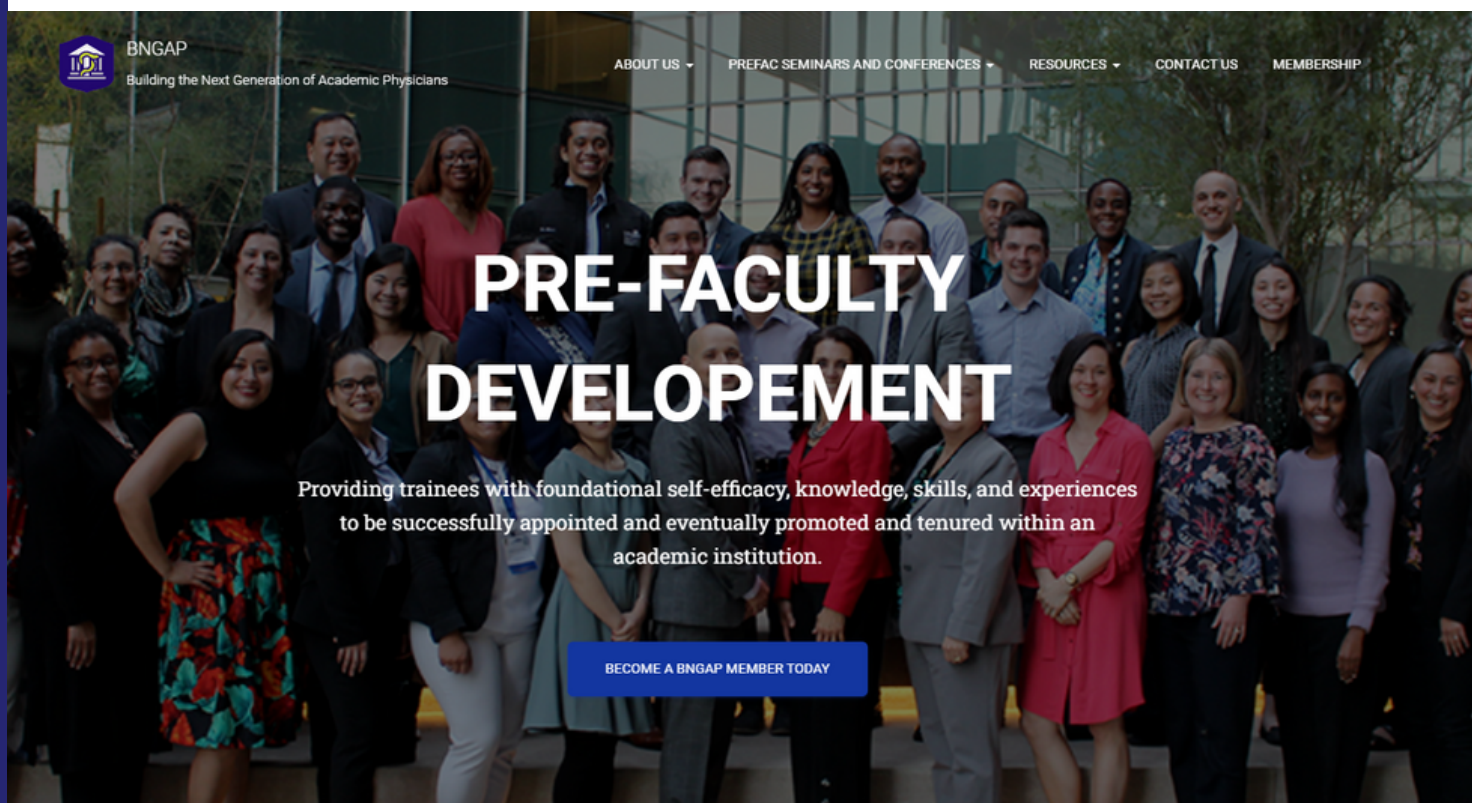
 **Stanford**
MEDICINE
School of Medicine

Office of Diversity
in Medical Education

Office of Faculty
Development and Diversity

 **LATINO F.A.M.**

We are **B**uilding the **N**ext **G**eneration of **A**cademic **P**hysicians



BNGAP
Building the Next Generation of Academic Physicians

ABOUT US ▾ PREFAC SEMINARS AND CONFERENCES ▾ RESOURCES ▾ CONTACT US MEMBERSHIP

PRE-FACULTY DEVELOPEMENT

Providing trainees with foundational self-efficacy, knowledge, skills, and experiences to be successfully appointed and eventually promoted and tenured within an academic institution.

BECOME A BNGAP MEMBER TODAY

Be sure to visit the new BNGAP website and twitter (@BNGAP1) to stay up to date with all upcoming events, deadlines, and highlighted publications in the BNGAP community. We are dedicated towards Providing trainees with foundational self-efficacy, knowledge, skills, and experiences to be successfully appointed and eventually promoted and tenured within an academic institution

Join our community today!
Register at www.BNGAP.org/registration

