

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 THE EXECUTIVE BOARD

Welcome to the BNGAP July 2025 Newsletter!

As we turn the page to a new academic year, we extend a warm welcome to the incoming class of residents beginning their medical training this July. This is a moment of growth, transition, and opportunity—and we're excited to support you every step of the way. To those preparing for or currently taking USMLE Step examinations, we wish you focus, confidence, and success.

We are also thrilled to celebrate the recent publication of "Addressing the Minority Tax by Building Diversity Capital: A Case-Based Discussion." This timely work highlights the structural burdens often placed on underrepresented individuals in medicine and offers tangible strategies to build supportive, equity-driven academic environments. Congratulations to all the authors and contributors on this important scholarly achievement!

As BNGAP continues to grow, we invite leaders of academic health centers to join the National Center for Pre-Faculty Development. This center provides a national platform to share resources, strategies, and best practices that help individuals explore and successfully transition into faculty roles. Together, we can cultivate a stronger, more equitable academic workforce by investing in our future faculty now.

Let this month be a reminder that your journey in medicine is not only about clinical excellence, but also about driving change, advancing equity, and shaping the future of healthcare.

JOHN P. SANCHEZ, MD, MPH
PRESIDENT, BNGAP INC.

NELSON. SANCHEZ, MD
VICE PRESIDENT, BNGAP INC.



UPCOMING EVENTS

**National BNGAP
Conference**
February 2026
Date TBD
*(Information to be
announced)*



HIGHLIGHTS FROM THE LGBT HWC



NATIONAL CENTER FOR PRE-FACULTY DEVELOPEMENT

Become a center member

Now more than ever, it is important that we stand together to promote our mission of providing equitable opportunities to marginalized communities. Membership in the National Center for Pre-Faculty Development provides this opportunity by fostering a national network dedicated to developing a diverse and well-prepared faculty pipeline in academic medicine.

Your institution plays a pivotal role in shaping the future of academic medicine. We invite you to become a Center Member to further enhance your commitment to cultivating the next generation of diverse and skilled faculty members.

The National Center for Pre-Faculty Development serves as a national hub dedicated to supporting pre-faculty development initiatives, providing institutions with resources, networking opportunities, and best practices to enhance the pipeline of future educators and scholars in medicine. By becoming a Center Member, your institution will gain access to exclusive benefits, including:

- Tailored Development Resources – Gain access to comprehensive materials and programming designed to support aspiring faculty members.
- Collaborative Networking Opportunities – Engage with a national network of institutions committed to faculty development.
- Institutional Recognition – Demonstrate your leadership and dedication to advancing academic medicine by being featured as a partner in national initiatives.
- Priority Access to Events and Workshops – Stay at the forefront of innovative strategies in faculty recruitment, mentorship, and retention.
- Academic Writing Fellowship - For higher tier members, selected students will have access to the writing fellowship where they'll learn how to formulate medical curricula to be published in an academic journal.

We recognize that fostering a diverse and well-prepared faculty pipeline requires a collaborative effort, and we would be honored to have your institution as part of this transformative movement.

If you are interested in becoming a member of the National Center for Pre-Faculty Development please contact J.P. Sánchez MD, MPH, President, BNGAP Inc. at BNGAPinc@gmail.com and by completing the for-
<https://form.jotform.com/231225538066151>

Learn more here <https://bngap.org/pre-faculty-development-conference/>



NATIONAL CENTER FOR PRE-FACULTY DEVELOPEMENT

Historical Members

- 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
- Kansas Health Science Center
- Latino Medical Student Association
- Marshall University Joan C. Edwards School of Medicine
- Medical Student Pride Alliance
- McGovern Medical School
- New York Medical College Office of Diversity and Inclusion
- Oklahoma University College of Medicine
- Planned Parenthood
- Pritzker School of Medicine, The University of Chicago
- Rocky Vista University College of Osteopathic Medicine – Southern Utah Campus
- School of Medicine – Universidad Central del Caribe
- 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 Davis School of Medicine
- University of California Riverside School of Medicine
- University of Kentucky College of Medicine
- University of New Mexico Health Sciences/School of Medicine
- University of Utah Health
- Western Michigan University -Homer Stryker MD School of Medicine



NEW BNGAP PUBLICATIONS

Sánchez JP et al.

Addressing the Minority Tax by Building Diversity Capital: A Case-Based Discussion

John P. Sánchez, MD, MPH¹, Deion Ellis, MD, MMS², Veronica Plaza, MD, MPH³, Andrea Vélez, MD^{4,*} ,
Jose Rodriguez, MD⁵, Laura Duque Lasio, MD⁶, Fabiola Quintero-Rivera, MD⁷

Congratulations to the authors of “Addressing the Minority Tax by Building Diversity Capital: A Case-Based Discussion,” this novel curriculum discussed the concept of minority tax, referring to the extra, often uncompensated burden placed on underrepresented in medicine individuals to take on diversity-related work, mentorship, and emotional labor in addition to their primary responsibilities, has emerged as an important topic for minoritized faculty, staff, and trainees in health professions education.

In case you missed these publications...

Conde Toro AM, Vélez Figueroa AC, Báez Cruz A, Grau Rodríguez M, Montalvo Rivera EJ, Collazo Irizarry DE, Vivaldi Marrero E, Rodríguez Vega P, Báez Rivera AC, Calderón Alonso AI, Pommells K, Pérez Á, Sánchez JP. Disparities in Cervical Cancer Among LHS+ Women: A Primer for Medical Students. MedEdPORTAL. 2024;20:11482.

Brutus NN, Spencer DJ, Huell D, Astudillo YM, Ott A, Lee JH, Calac A, Sánchez JP. Diversity-Related, Student-Led National Medical Organizations: Leadership Opportunities for Learners. MedEdPORTAL. 2024;20:11477.

Luthria K et al. Deconstructing the Asian Monolith: An Educational Module for Improving Knowledge of the Asian Diaspora

Calac A et al. An Introduction to Traditional Healing in American Indian and Alaska Native Communities.

ACADEMIC MEDICINE WRITING FELLOWSHIP

National Center for Pre-Faculty Development

This on-line one-year fellowship will introduce a medical student/resident/fellow/faculty member to the following:

- a) Opportunities to publish in medical education journals;
- b) Components and best practices to submitting a project to MedEdPORTAL;
- c) Work in a team to submit a scholarly project to MedEdPORTAL.

Fellows will acquire core knowledge and skills through on-line individual and group learning sessions (approximately 15-20 hours); one-on-one advising sessions with fellowship co-directors (10 hour); and advising by diverse authors who have successfully published in MedEdPORTAL

Fellow

Fellows can be medical students, residents, fellows, faculty and/or staff. Fellows must have the time and interest to design, implement, evaluate, and complete a draft of their project for MedEdPORTAL submission by June 1.. Fellows are expected to attend the orientation, meet with their co-fellowship director and institutional leaders on a monthly basis, and meet deliverable deadlines.

Institutional/Organizational Commitment

The institutional/organizational center leader is expected to also meet with their fellow every month to provide guidance on institutional IRB policies and procedures, facilitate implementation of module at home institution, and trouble shoot other aspects.

TENTATIVE AGENDA AUGUST 2024 – June 2025

August 2024

Orientation to introduce fellows to curriculum content

- **August 16**, 10am-5pm EST/ 7am-2pm PST
- **August 17**, 10am-5pm EST/ 7am-2pm PST
- Center leaders are invited to participate in orientation

September – November

Design of educational content for MedEdPORTAL submission

November – February

Implementation and evaluation of educational content for MedEdPORTAL submission

March – May

Presentation and Academic Write-Up of MedEdPORTAL module

MUST present FULL workshop at Pre-Faculty Conference (**Friday October 25th 2024**, and **Saturday October 26th, 2024**) or Medical Education Conference (**March 29, 2025**)

Submit a draft of your complete MedEdPORTAL submission to the co-fellowship director by **November 1**. Your submission should include the ESR, teaching materials and appendices. We understand that the results and discussion of the ESR may be incomplete because you are still actively collecting data.

June

Work with Co-fellowship directors to submit module to MedEdPORTAL by **June 1**
Fellowship Graduation, **May 8, 5pm EST**

COMMUNITY SCHOLARSHIP HIGHLIGHT

JOSÉ E RODRÍGUEZ MD FAAFP

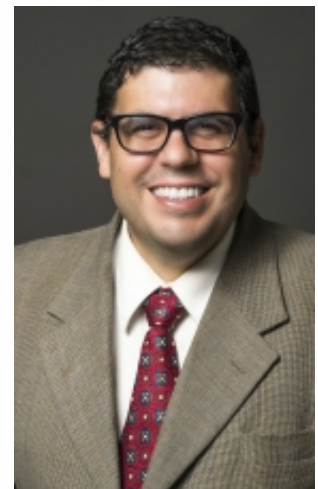
Congratulations to Dr. Rodriguez, Associate Vice President for Health Equity, Diversity and Inclusion at University of Utah Health, on his recent book entitled “GOODBYE DEI: CONFESSIONS OF A DISPLACED DIVERSITY DOCTOR.”

About the book

In "Goodbye DEI: Confessions of a Displaced Diversity Doctor," Dr. José E. Rodríguez offers a deeply personal and thought-provoking memoir that chronicles his journey through the complex and often contentious world of Diversity, Equity, and Inclusion (DEI) in medicine. With over three decades of experience, Dr. Rodríguez provides an insider's perspective on the triumphs and challenges of advocating for DEI in academic medicine and healthcare.

Through a series of candid confessions, Dr. Rodríguez shares his experiences, from his early days as a medical student and resident to his role as a DEI leader at a major university. He reflects on the privileges and obstacles he encountered, the impact of affirmative action, and the weaponization of DEI initiatives. His narrative is enriched with personal anecdotes, professional insights, and a deep commitment to social justice.

[Purchase book here](#)



COMMUNITY HIGHLIGHT

Norberto Fas, MD, MBA, FACP, CPE

Congratulations to Dr. Norberto Fas on his promotion to Full Professor at Morehouse School of Medicine!

About Dr. Fas

Prior to his promotion, Dr. Fas served as assistant Dean for Graduate Medical Education and assistant professor of medicine at Emory University School of Medicine, Department of Internal Medicine, adjunct Assistant Professor of Preventive and Family Medicine and former Deputy Chief of Staff of the Atlanta VA Medical Center. In addition, he chaired the Atlanta VAMC Utilization Management Committee and serves on several other medical center committees including the Deans Committee, CBI Committee, Information Management Committee and Executive Committee of the Medical Staff among others. He also served as co-chair and/or member in multiple VISN 7 Councils/sub-councils to include: Systems Redesign, Fee sub-council, MCCR sub-council, DSS sub-council and Affiliations sub-council.

Dr. Fas later transitioned to Morehouse School of Medicine where he was appointed as the Associate Dean for Clinical Affairs- VA and now Full professor of medicine.

Recent post regarding Dr. Fas's accomplishments

For Norberto Fas, MD, MBA, FACP, CPE, service means honoring those who served. As Associate Dean for Clinical Affairs at the Atlanta VA Medical Center, he has spent over 28 years advancing healthcare for veterans.

Among his key achievements is building a strong partnership between the Atlanta VA and Morehouse School of Medicine (MSM), giving MSM trainees valuable clinical experience while expanding care for veterans. He also helped establish the \$1.5 million Women's Center of Excellence at the Fort McPherson VA clinic to support the unique needs of female veterans.

Dr. Fas's commitment to MSM's mission of health equity drives his work. "The VA is a safety net for many, especially minority veterans," he said. "Through our partnership with Morehouse, we're making sure no veteran is left behind."

Read more about his journey and the impact of his mission on the MSM Blog: <https://lnkd.in/eqdsnz5F>



COMMUNITY HIGHLIGHT

John A. Davis, PhD, MD, UCSF's inaugural Vice Chancellor of Education and Student Affairs

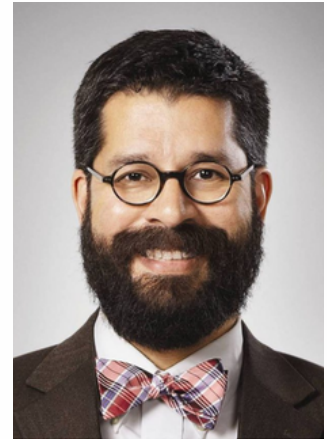
We are pleased to share that John A. Davis, PhD, MD, Associate Dean for Curriculum, has been appointed as UCSF's inaugural Vice Chancellor of Education and Student Affairs, effective May 12, 2025. This newly established campuswide role will oversee the student experience for all students enrolled in health professions and graduate programs and spearhead educational initiatives and resources across UCSF. A broader announcement will follow later today from the Office of the Executive Vice Chancellor and Provost.

Since joining UCSF in 2017 from The Ohio State University, where he served as the Associate Dean for Medical Education, Dean Davis has been a transformative leader in advancing medical education. As Associate Dean for Curriculum at UCSF, he led the implementation of the Bridges Curriculum, with a particular focus on the clerkship and Career Launch phases.

In 2021, Dean Davis launched the Anti-Oppression Curriculum Initiative, expanding our Social Justice pillar and deepening our commitment to equity and inclusion across the curriculum. His thoughtful and collaborative leadership was critical during the COVID-19 pandemic and continues to shape the continuous improvement of the Foundations 1 phase, including the redesign of Physician Identity Weeks and the Justice and Advocacy in Medicine (JAM) block.

During his tenure, Dean Davis has also served in several key interim roles, including Interim Associate Dean for Students, Co-Interim Vice Dean for Education, and Interim Associate Dean for Assessment, providing steady leadership and continuity during times of transition. His successful leadership in these multiple interim roles showcases his broad expertise and skillset.

[Click here for more information regarding the national LGBTQIA+ Health Center](#)



EH NATIONAL LGBTQIA+ HEALTH
EDUCATION CENTER
A PROGRAM OF THE FENWAY INSTITUTE

BNGAP 15 YEAR ANNIVERSARY

National Pre-Faculty Development conference

BNGAP 15 Year Anniversary, February 2026

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.

We are excited to invite **you** to attend the 15th anniversary BNGAP National 'Pre-Faculty' Career Development Conference for Diverse Trainees and Faculty, an unparalleled opportunity for growth, learning, and networking.

The BNGAP National Pre-Faculty Development Conference is designed to equip you with the knowledge, skills, and connections necessary to excel in your academic and professional journey. Whether you are just beginning your career or are a seasoned professional looking to expand your horizons, this conference offers something for everyone.

This year we celebrate 15 years of inclusive excellence across of our institutional members, student chapters, and partnering organizations.

About the conference here: [Information to be announced!](#)

Tentatively planned for February 2026, date to be announced

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

