

Faculty Development, Diversity & WIMS Update February 2021

Resources

Miami's African American Physicians- The Early Years.

Excerpted from speeches of Dr. George Simpson, retired general surgeon:

“The black community of South Florida has been served by black physicians since 1896, when Dr. Rivers, whose first name is lost to story, began practice in Miami in the same year the city of Miami was chartered. Incidentally, the first person to sign the City Charter was W.H. Artson, a black laborer. Among the early pioneers were Dr. A.P.B. Holly, Dr. J.A. Butler, Dr. Solomon M. Frazier, and Dr. William B. Sawyer.

By 1931 there were at least 12 black doctors serving the Miami area. These early physicians attended to only black patients and were confined to the black area known as “Colored Town” (now known as Overtown). At first, they rode bicycles to visit their patients, later horse and buggy, then finally automobiles in the 1920's. They often treated patients as far away as Key West to the south, and West Palm Beach to the north. These black physicians were not allowed to attend medical meetings in the white communities, and secured their post-graduate training by attending clinics and lectures at black institutions in places such as Nashville, Tennessee, Atlanta, Georgia, Washington, D.C., and Chicago, Illinois. Later, in the 1940's, many attended Florida A&M College Clinics in Tallahassee, Florida.”

Go to www.jwbms.org for more.

Virtual Exercise and Wellness Classes led by Baptist Health South Florida are available often!

Here's the link: <https://events.baptisthealth.net/> Type “virtual” in the Keyword box, then click “more information” for a list of this week's classes.

The Society of Teachers of Family Medicine hosted a session on **Mentoring Medical Students Through the Imposter Phenomenon** 1/13/2021. Here's the link for the recording:

<https://www.youtube.com/watch?v=YxX12bpjYY&feature=youtu.be>

Warren Buffett Says These Often Ignored Traits Separate Successful Leaders From All Others

This article points out five leadership practices Warren Buffet endorses that we can cultivate in our professional lives, especially during this challenging time in which we are living.

Read in Inc.: <https://www.inc.com/marcel-schwantes/warren-buffett-traits-successful-leaders.html>

There are so many perspectives on good leadership – we'd love your comments and recommendations of other articles to share.

Involving Underrepresented in Medicine (URM) Faculty and Learners in Scholarly Research Through Mentorship

This webinar provides practical strategies for engaging in effective research mentorship – both as a research mentor and research mentee and was recorded 10/21/2020.

The webinar was created by the URM Scholarship Work Group as part of the STFM (Society of Teachers of Family Medicine) Underrepresented in Medicine Initiative.

Objectives:

- Describe the benefits of scholarly research participation.
- Identify the primary characteristics of effective mentorship.
- Increase application of effective mentorship engagement strategies.

Link: <https://www.stfm.org/facultydevelopment/onlinecourses/webinars/urmscholarship/>

Academic Medicine Article: Full-Time Faculty in Clinical and Basic Science Departments by Sex and Underrepresented in Medicine Status: A 40-Year Review

Link: <https://pubmed.ncbi.nlm.nih.gov/33480598/>

This Academic Medicine article assesses the changing diversity of faculty in specific clinical and basic science departments, stratified by sex and underrepresented in medicine (URM) status, at all LCME-accredited medical schools.

Results: The number of full-time faculty increased from 49,909 in 1979 to 175,326 in 2018. The largest increase occurred in clinical departments, where the number of faculty increased from 38,726 to 155,677 (a 4-fold increase). The number of faculty in basic science departments increased from 11,183 to 19,649 (a 1.8-fold increase). The proportions of faculty who were non-URM females (compared to non-URM males, URM females, and URM males) increased the most—from 14.4% (5,595 of 38,726) to 37.6% (58,478 of 155,677) for clinical departments, and from 14.9% (1,669 of 11,183) to 33.0% (6,485 of 19,649) for basic science departments. Growth was steady but slow among URM faculty, especially for Black males; the absolute number of male URM faculty remained low in both basic science and clinical departments. The proportions of females and URM faculty were highest in the departments of obstetrics and gynecology, pediatrics, and family medicine.

Conclusions: The substantial increase in faculty, especially in clinical departments, has led to greater diversity, but mostly among non-URM females. The rise of URM male and URM female faculty has been minimal.

Citation: Xierali IM, Nivet MA, Rayburn WF. Full-Time Faculty in Clinical and Basic Science Departments by Sex and Underrepresented in Medicine Status: A 40-Year Review. Acad Med. 2021 Jan 19. doi: 10.1097/ACM.0000000000003925. Epub ahead of print. PMID: 33480598.

Opportunities**Editorial Internship with the Journal Teaching and Learning in Medicine**

The SGEA shared exciting news about an editorial internship with Teaching and Learning in Medicine (TLM). The journal has launched the TLM Editorial Internship Program. As an important part of TLM's Anti-Racism strategy, the program will provide mentored editorial experience to facilitate the entry of junior scholars from racial and ethnic groups not over-represented in medical education scholarship into formal service roles at health professional education journals of their choice. More information about the editorial internship program and application form may be downloaded here:

<http://www.siumed.edu/dme/teaching-and-learning-medicine.html>

Academic Medicine AM Last Page: Practical Advice for Publishing Medical Education Scholarship

This [Academic Medicine article](#) talks about basic practical advice for getting started in publishing medical education scholarship. Here's the link:

Upcoming Events:**WiMS Lunch and Learn series: Emotional Labor**

Wednesday 2/17/2021

Noon – 1 pm

<https://fiu.zoom.us/j/93370800299?pwd=NHc2VHhSc1B6R0tPU0g2M2dDdmJMdz09>

Our first presenter this year is the HWCOM Registrar- Dr. Almi Rodriguez—she will be talking to us about a very important topic titled: “Emotional Labor.” Participants will gain the ability to acknowledge the traditionally invisible and silent work of emotional labor and participants will be afforded the space to contextualize the concept of emotional labor within their own work environments.

Contact Wendy Bravo wbravo@fiu.edu for more information or to RSVP



“Delivering your Best” featuring Dr. Howard Blanchette, Professor Emeritus

Please join the Office for Diversity, Equity, Inclusivity, and Community Initiatives (ODEICI) on Thursday, February 18, 2021 at 12:00pm for a virtual Leadership Series from Professor Emeritus University of Southern California and New York Medical Colleges. Register in advance for this session:

<https://fiu.zoom.us/meeting/register/tJEkcuCvqDkjE9Yj31wG15pNXrV1uZsxQTVG>

After registering, you will receive a confirmation email containing information about joining the meeting.

For more information, please contact Dr. Holder at clholder@fiu.edu or Marsha Stevens at mssteven@fiu.edu.

FIU HWCOP Promotion & Tenure Information Session

Wednesday 2/24/2021

Noon-1pm

<https://fiu.zoom.us/j/93430218918?pwd=ZDJXd0l5c3J5eWlReXVOVWZBcE81UT09>

by Barbra Roller, PhD with Heidi von Harscher, PhD & Suzanne Minor, MD

This session strives to communicate general and specific information (such as timeline) about the HWCOP promotion process for full-time or employed faculty.

To RSVP please contact Michael Degregorio at Mdegregorio@fiu.edu

Clinical Faculty Development Series:

Session 2: Completing Meaningful Clinical Assessment

Wednesday 2/10/2021 12-1pm

Zoom <https://fiu.zoom.us/j/99764739714?pwd=eGEwdUVvMk10QjhPQWJmTTJmTVdCUT09>

Session 3: Teaching at the Bedside or in the Clinic

Friday 3/12/2021 1-2pm

Zoom: <https://fiu.zoom.us/j/92227741000?pwd=eXgzNElYQTE0amRnVlVrQjA2QWJZdz09>

To RSVP, email Michael Degregorio at Mdegregorio@fiu.edu

Medical Education Scholarship/Research Series:

Session 1: Turning Your Medical Education Work into a Presentation

Friday 2/26/2021 12-1pm

Zoom: <https://fiu.zoom.us/j/91253271166?pwd=cXdxMDM4OGJiZTJmTVdCUT09>

Session 2: Turning Your Presentation into a Publication

Friday 3/26/2021 12-1pm

Zoom: <https://fiu.zoom.us/j/94141665917?pwd=YWRSYXY4Z0tDSG1WdUkwMWY5UUA1QT09>

Session 3: Peer-Reviewing

Friday 4/23/2021 12-1pm

Zoom: <https://fiu.zoom.us/j/95336976781?pwd=Z0Z4M2RSZ3hKSU9QUFkxMGpsd3JmTVdCUT09>

To RSVP email Michael Degregorio at Mdegregorio@fiu.edu

Dr. Weiler is leading a series of Technology for Pedagogy and Productivity Workshops

If you're interested in closed captioning, Web Captioner can provide free, real-time captioning in a separate browser window. Please review the quick step-by-step instructions for using this tool before the workshop.



[Join Zoom Meeting](#)

Meeting URL: <https://fiu.zoom.us/j/9756437497?pwd=bERiby80UXJQSXIRcmVLZHU0bkxGZz09>

Meeting ID: 975 643 7497

Passcode: FIU11200

Use the above Zoom link for all workshop sessions that you would like to attend.

Workshop 5 There's got to be a better way to create a lively and interactive PowerPoint!

Using PowerPoint to create lively and interactive presentations that increase student engagement and learning.	Feb. 17th 2:00 - 4:00 via Zoom	Supplies: Bring a PowerPoint presentation you want to improve.
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Workshop 6 There's got to be a better way to collaborate with colleagues!

Using OneNote to streamline communication and share documents with colleagues working on projects and committees together.	Mar. 17 th 2:00 - 4:00 via Zoom	Supplies: Microsoft OneNote Software
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Workshop 7 There's got to be a better way to create a conference poster!

Using Powerpoint to create conference and presentation posters.	Apr. 21 st 2:00 - 4:00 via Zoom	Supplies: Bring an idea for a conference poster
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This newsletter from the Offices of Faculty Development, Women in Medicine and Science (WIMS) and Diversity, Equity, Inclusivity and Community Initiatives (ODEICI) strives to keep you informed of upcoming events, opportunities, and resources.

We welcome your submissions to circulate as well, in hopes that we can support the HWCOWM community. Just send to Dr. von Harscher, Dr. Minor, drodrigu134@fiu.edu for Dr. Holder, and be sure to copy Wendy Bravo at wbravo@fiu.edu

Respectfully,

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