



**Period Report Covers:** October, 2020 – May, 2021

**Committee/Special Interest Group Name:** Diversity, Equity, and Inclusion (DEI) SIG

**Leader(s):** Donna B. Jeffe and Martin Pusic, co-chairs

**Committee/Special Interest Group Members:** Maria Blanco, Ann McKee, Pat O’Sullivan, Tasha Wyatt, Tanya Horsley, Fei Chen, Susan Sawning, Martin Pusic, Donna Jeffe

**Summary of Activities for this report:**

Since October 9, 2020, the DEI SIG has been meeting monthly on Zoom. Over the first 2 months of meetings, we initially took time to learn more about each other and DEI activities and needs at our schools. Beginning with the December 8, 2020 meeting, we began discussing ideas for a proposal to submit for presentation at the 2021 SDRME annual meeting. We remain in contact by email between meetings, and we have focused our attention on planning and preparing our presentations for this initial DEI SIG activity for the annual SDRME meeting in June 7-9, 2021. Our proposal was accepted for a 2-hour interactive session to discuss the question, “What is the Role of a Medical Education Research Director in the DEI Efforts of an Academic Health Center?” On the second day of the meeting, we will reconvene at the end of the meeting to engage in further discussion of the previous day’s activities.

**Planned new projects:**

We have discussed a few ideas for collaborative projects, including a systematic review and potential multi-institutional and international research projects on DEI-focused educational research topics, including:

1. Curriculum development
2. Faculty development
3. Data considerations
4. Learner outcomes

In addition, we have discussed how the DEI lens can benefit the structures and process of the SDRME itself. This is, of course, a broader discussion within SDRME, but one that can be informed by the SIG and its passion for this important topic.

**Plans for leadership transition (if applicable):** We are thinking every 2 years, because it is difficult to get projects going in a year. We’ve only been meeting for 6 months.

## **What can the Executive Committee do to help your committee/SIG?**

We appreciate the support already demonstrated:

- The establishment of the SIG
- What we have needed the most was the “room” to work on this, both within the SIG and then to move our learnings into the larger SDRME discussion. We appreciate the room provided to us in terms of accepting a longer-than-usual workshop and a follow-on “structures” discussion at the annual meeting.

That said, we will appreciate further flexibility in the next year as we move from the planning to a more action-oriented phase.

## **What can the SDRME members do to contribute to your committee/SIG?**

This is evolving rapidly, so the first thing they can do is to keep abreast of developments in DEI.

They can also:

- Propose and/or participate in DEI SIG-planned research projects.
- Help us consider what the role of SDRME should be in terms of engaging in educational research with a DEI focus (e.g., proposing a research project that is an “SDRME project”).
  - Research ON DEI
  - Research WITH a DEI sensibility



**Period Report Covers:** October, 2020 – May, 2021

**Committee/Special Interest Group Name:** How Covid19 is changing medical education.

**Leader(s):** Anne McKee

**Committee/Special Interest Group Members:** Paul Haidet, Toni Ungaretti, Anne Azinski

**Summary of Activities for this report:**

The overarching aim of the group is to identify how Covid19 is acting as a disruptive innovation, stimulating new practices and creating challenges, for students and medical educators. Through our discussions we decided to focus on the effects of moving medical education online, often at speed. We agreed that our first step was to conduct a literature review of experiences of online learning across health professions. The review is to include pre-Covid literature; identifying research questions, pedagogical approaches, good practices and challenges. Our aim for the literature review is to establish best principles and practices that are evidence based (theoretical) with practical advice for teachers.

**Planned new projects:** We intend to publish the literature review. Following that, our next goal is to explore undertaking empirical research, leveraging the different professional contexts that directors of medical education research work within.

**Plans for leadership transition (if applicable):** This is a newly formed group and we have not yet thought about succession planning.

**What can the Executive Committee do to help your committee/SIG?**

We welcome suggestions from the Executive for sharing this work.

We are considering applying for some SDRME funding to support our literature review.

We would also value sharing our work with SDRME colleagues prior to publication, at an SDRME meeting.

**What can the SDRME members do to contribute to your committee/SIG?**

Any colleagues interested in this work are welcome to join us.

Contact: [anne.mckee@kcl.ac.uk](mailto:anne.mckee@kcl.ac.uk)



**Period Report Covers:** October, 2020 – May, 2021

**Committee/Special Interest Group Name:** Membership Committee

**Leader(s):** Jason Booza

**Committee/Special Interest Group Members:**

Caren Stalburg  
Patricia O’Sullivan  
Steven Angus

**Summary of Activities for this report:**

New Members Between 10/1/20 and 5/1/21

L Name	F Name	School
Thammasitboon	Satid	Texas Children's Hospital
Duran	Alex	Johns Hopkins
Dickinson	Bonnie	Mercer San Juan Bautista School of Medicine Research Center
Estape	Estela	San Juan Bautista School of Medicine Research Center
Inostroza- Nieves	Yaritza	Center

Membership Transfer Between 10/1/20 and 5/1/21

L Name	F Name	School
Jauregui	Joshua	University of Washington School of Medicine
Abramson	Erika	Weill Cornell Medical College

New Emeritus Members Between 10/1/20 and 5/1/21

L Name	F Name	School
Elam	Carol	School of Medicine at Kentucky

**Planned new projects:**

None

**Plans for leadership transition (if applicable):**

None

**What can the Executive Committee do to help your committee/SIG?**

The committee would like to work with the EC to recruit membership from HBCU's

**What can the SDRME members do to contribute to your committee/SIG?**

None at this time.



**Period Report Covers:** October 2020 – May 2021

**Committee/Special Interest Group Name:** SDRME International Membership Committee

**Leader(s):** Komal Kochhar, MBBS, MHA [Chair]

**Committee Members:** Anne McKee, PhD; Sandy Cook, PhD; Olle ten Cate, PhD

**Summary of Activities for this report:**

**International Membership**

Membership	# of members	Comments
Total members on July 2020	20	
Member removed	3	Removed because of failure to respond to annual email and 4 reminders
Members retired	2	
Retired members replaced	2	
New member added (in Feb)	1	
Total members on April 30	18	

**Annual Membership Renewal Email w/Survey**

Responses	# of members	Comments
Solicited responses from...	17 out of 18	One new member was added in Feb. Thus, he was not sent the annual membership renewal email.
Received responses from...	16 out of 17	
Did not receive response from...	1 out of 17	One member who did not respond to the annual membership renewal email was on parental leave. Since he was added to SDRME less than a year ago, he was maintained on the membership roster.

**Survey Responses Received (n=16)**

<b>Q1. Do you still meet the SDRME eligibility requirement?</b>		
▪ Yes	16	
▪ No	0	

<b>Q2. Are you still interested in continuing as a SDRME member?</b>		
▪ Yes	16	
▪ No	0	

<b>Q3. What is beneficial about being a SDRME member?</b>		
▪ Apologies as a new member arriving in Covid-19 times I have not yet engaged with colleagues but see it as a way of expanding research networking for my Centre.		

<ul style="list-style-type: none"> <li>▪ Being a member in such international community of practice empowered me and giving me solid ground in leading training course and presentations in conferences. To be a member is a form of responsibility and duty towards the ethos of such gathering. I am eager to be a participant in the future activities of this society. I had a great benefit from the resources in the past meetings and become a reference point in my directing the programmes in our college.</li> </ul>
<ul style="list-style-type: none"> <li>▪ I receive educational and scholarly information through email which are very beneficial to me. I enjoy participating on twitter discussions on every Thursday @mededchat.</li> </ul>
<ul style="list-style-type: none"> <li>▪ It is an important organization of networking scholars responsible for medical education research.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Being part of a network of people with the same interests.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Community of practice, networking, sharing of ideas.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Community of practice.</li> </ul>
<ul style="list-style-type: none"> <li>▪ THE NETWORK.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Access to an international network.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Being part of an active, informed and supportive group of peers. Benefiting from the variety of experiences SDRME members bring.</li> </ul>
<ul style="list-style-type: none"> <li>▪ I like having news from the community and sharing resources or thoughts about some questions.</li> </ul>
<ul style="list-style-type: none"> <li>▪ The availability of a network of like-minded individuals interested and involved in medical education research. Opportunity for attending meetings related to medical education research. Availability of materials of past conferences and meetings.</li> </ul>
<ul style="list-style-type: none"> <li>▪ I am able to keep myself updated regarding development in medical education internationally, it helps me as well as my institution for FDP.</li> </ul>
<ul style="list-style-type: none"> <li>▪ I love the email discussions, lots of nice advice!</li> </ul>
<ul style="list-style-type: none"> <li>▪ Predominantly the network and learning from others; the upcoming SDRME conference I will contribute to a workshop.</li> </ul>
<ul style="list-style-type: none"> <li>▪ International network related to state-of-the-art content in HPER.</li> </ul>

<p><b>Q4. How might SDRME serve you better?</b></p>
<ul style="list-style-type: none"> <li>▪ Again apologies as I have not yet engaged due to Covid however I would look forward to Virtual meetings scoping out research priorities across our institutions and also meeting when possible perhaps at AMEE (virtual in 2021) and in person in 2022.</li> </ul>
<ul style="list-style-type: none"> <li>▪ We held in our college annually a medical education conference, international, to promote and motivate faculty members to take part in finding the theoretical basis for their educational practices and hence the ability to leading change and reform if they become unable to meet the needs of the net generation. Being a member in such community, they listen to me, they adhere to the updates that I tried to communicate to them for example about role of threshold concepts in medical education and the role of activity theory in PBL and TBL. We held two courses about qualitative research which are essential for leading reform at the level of perception and attitude rather than just introducing new educational method or curriculum development.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Currently I am happy and satisfied with what we are doing.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Send regular information and provide sponsorship to attend some meetings and retreat sessions.</li> </ul>
<ul style="list-style-type: none"> <li>▪ I do not know what the international agenda for SDRME is.</li> </ul>
<ul style="list-style-type: none"> <li>▪ More virtual options, varying timing to allow for other time zones to join, perhaps a newsletter of what is happening in various areas and requests for collaborations.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Formal meetings at AMEE.</li> </ul>
<ul style="list-style-type: none"> <li>▪ INFORMATION ABOUT ACTIVITIES AND INTERESTS OF MEMBERS.</li> </ul>
<ul style="list-style-type: none"> <li>▪ I am already presenting a workshop at one of the online meetings.</li> </ul>

<ul style="list-style-type: none"> <li>▪ I really valued Gary’s zoom meeting that helped me feel connected to the group – and these were at times I could make – that is not too late. I am a member of the DEI SIG and lead one on How Covid19 is changing medical education. We meet frequently and this has again made me feel very connected to the Society.</li> </ul>
<ul style="list-style-type: none"> <li>▪ My only regret is to have difficulties to attend the different meetings, either because of distance, or because of time difference or lack of availability.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Offer the opportunity to present some work or experience at the SDRME meetings. Offer opportunities for collaborative research.</li> </ul>
<ul style="list-style-type: none"> <li>▪ By organising more virtual meets, conference and with starting collaborative research with international institutions.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Short meetings during international conferences such as AMEE are great. I also appreciate online sessions.</li> </ul>
<ul style="list-style-type: none"> <li>▪ The virtual meeting is, while not ideal, a definite benefit for attending without the travels. There might be occasional SDRME events after Covid-19.</li> </ul>

NOTE: The international member information (degree, title and contact) has been updated on the SDRME website, <http://www.sdrme.org/members-international.asp>

**Planned new projects:**

- Updated the new applicant form for international members 2020-21.
- Advocated for international members to become “regular” SDRME members.
- Discussed possibility of a new SIG around Covid implications and the changing medical education environment globally.

**Plans for leadership transition (if applicable):**

- Current chair to share the annual email template and any relevant documents with the incoming chair.

**What can the Executive Committee do to help your committee/SIG?**

- Invite international members to play a greater role/participation in future SDRME activities.
- Organize zoom sessions during the summer and fall meetings so that international members can also attend (e.g., maybe have hybrid models when we go back to in-person meetings).

**What can the SDRME members do to contribute to your committee/SIG?**

- Encourage more collaborative research among regular *and* international members.



**Period Report Covers:** October, 2020 – May, 2021

**Committee/Special Interest Group Name:** Invited Reviews

**Leader(s):** David Cook

**Summary of Activities for this report:**

### 1. New awards

- 37 applications (a new record!)
- Narrowed to 7 for full review (lower than usual ... but most were rather low priority)
- Several really good options! ... Lots of discussion, changing of positions right up to the end.
- Final decision:
  - Yvonne Steinert (McGill University): **Social Network Analysis in Undergraduate and Postgraduate Medical Education: A Scoping Review**
  - Dina T. García (Virginia Commonwealth University): **A scoping review of anti-racism curricula in undergraduate and graduate medical education**

Thanks to review team:

- Pat O'Sullivan (triaging)
- Jorie Colbert-Getz
- Cha Chi Fung
- Paul Haidet
- Caren Stalburg (NEW)

### 2. Reports completed and updates presented

- The following presented updates at the annual meeting:
  - Kevin Eva, Katherine Wisener. **Incentivizing Medical Teachers: Exploring the Role of Incentives in Influencing Motivations.** (published: Med Educ 2021;55:614-624)
  - Lorelei A. Lingard, Stefanie Sebok-Syer. **Assessment Beyond the Individual: A Scoping Review on Measuring Interdependent Performance in Collaborative Environments.** (published online ahead of print: Med Educ 2021 Apr 7. doi: 10.1111/medu.14531)

### 3. Reviews in progress

- Abby Spencer (2011) – lost to follow-up (emails get thru, but no response)
- Hollis Day (2012; last report 2017) – reported on preliminary results; has identified approximately 50 articles, manuscript in preparation, search has been updated
- Shelley Ross (2013; last report 2020) – reported on preliminary results, completed first draft manuscript but needs revisions
- Meredith Young (2013; last report 2018) – reported on preliminary results, manuscript in preparation
- Adam Sawatsky (2015; last report 2018) – reported on preliminary results, manuscript in preparation
- Larry Hurtubise (2018; last report 2020) – project on hold, planning some adjustments in scope.

- Gustavo Valbuena (2018; last report 2020) – **will present results in June 2021**
- Renate Kahlke (2019; last report 2020) – lit search complete, starting inclusion/exclusion review
- Sandrijn van Schaik (2019; last report 2020) – **will present results in June 2021**

**Planned new projects:**

Possible increase in award amounts (suggest \$5000 and \$3000, up from \$4000 and \$2000).

In 2020 we did virtual presentations; plan to do this again in 2021. Question whether to allow this continue as an option going forward once we start meeting FTF again.

**Plans for leadership transition (if applicable):**

Starting to think about succession planning in next 2-3 years.

**What can the Executive Committee do to help your committee/SIG?**

**What can the SDRME members do to contribute to your committee/SIG?**



**Period Report Covers:** October, 2020 – May, 2021

**Committee/Special Interest Group Name:** Communications Committee

**Leader(s):** Bill Burton (william.burton@einsteinmed.org)

**Committee/Special Interest Group Members:** none at present

**Summary of Activities for this report:**

Revised SDRME website goes live:

- The revised website (still the same URL: [www.sdrme.org](http://www.sdrme.org)) went live on December 18, 2020. Since then, in response to valuable feedback from members, some minor changes and corrections have been made. If anyone notices something else that needs updating or correcting, please let me know by contacting me at the email address shown above.
- To view the members' only section of the website, click the "Member Login" icon (located in the orange rectangle at the top right of the home page), and then enter the shared username ("member") and shared password ("m3mber123"). Additional content available only to members is included on the Bylaws, Procedures Manual, Organizational Chart, and Biennial Member Surveys links located under the "About" tab, and additional contact information is available under the Members tab.
- A major change with the revised website is that SDRME administrators are now able to make changes to the content of all pages, as needed; previously, we were very limited in our ability to do this.

**Planned new projects:**

We are very interested in recruiting a member with expertise in social media, who could enable us to expand SDRME's social media presence and better communicate with members, colleagues, and other organizations.

**Plans for leadership transition (if applicable):**

My time as chair is about to end so a new Communications Committee chairperson is needed. Please contact the President if you are interested in taking on this leadership role.

**What can the Executive Committee do to help your committee/SIG?**

Encourage additional members to serve on the committee. For at least the past 4 years, the Communications Committee has struggled to find additional members to serve on the committee. The time commitment is minimal; it should involve no more than a brief phone call or Zoom meeting every 2-3 months, and a small amount of time each month spent updating the website or involved in social media.

**What can the SDRME members do to contribute to your committee/SIG?**

Same as above.



**Period Report Covers:** October, 2020 – May, 2021

**Committee/Special Interest Group Name:** Nominations Committee

**Leader(s):** Chris Mooney, Chair, Nominations Committee

**Committee/Special Interest Group Members:** There are no members at this time. It's lonely being the sole committee member

**Summary of Activities for this report:** In the past year, we have clarified terms of all executive committee members and committee chairs. For the 2021 calendar year, we solicited nominations for four positions to all voting members: President-elect; Secretary, International membership committee chair, and: Communications committee chair. Only 3 SDRME members responded to the email call for nominations, and the deadline was extended. For the remaining positions, (President elect; Communications committee chair), direct communication to select members was required to identify potentially interested individuals. As a result, the following individuals are nominated for the 4 open positions:

**President elect:** Martin Pusic

**Secretary:** Kari Nelson

**International membership committee chair:** Adam Wyatt

**Communications committee chair:** Sonia Crandall and Bill Burton\*

\* Sonia is willing to commit to a 1-year term as Communications committee chair, provided that Bill remains during this time to assist with any technical aspects (e.g., website maintenance). Thus, this term will be open in 2022.

**Planned new projects:** Possibly add committee members

**Plans for leadership transition (if applicable):** N/A. My term ends in 2022.

**What can the Executive Committee do to help your committee/SIG?** Perhaps help to express the importance of responding to nomination calls. Last year, no one responded to the social media strategist role (I might have scared people). For 2022, approximately 6 positions will be open:

- President-elect
- Treasurer
- Communication committee chair
- Membership committee chair
- Invited review chair\*
- Nominations chair

\* Potential chair may have been identified

**What can the SDRME members do to contribute to your committee/SIG?** Express an interest in running for a role or serving as a committee member.



**Period Report Covers:** October 2020 – May 2021

**Committee/Special Interest Group Name:** Council of Faculty and Academic Societies (CFAS) at the AAMC

**Leader(s):** Caren M Stalburg, MD MA, (Senior Representative) and Allison R Ownby, PhD MEd (Junior Representative)

**Committee/Special Interest Group Members:** Caren M Stalburg, MD MA, (Senior Representative) and Allison R Ownby, PhD MEd (Junior Representative)

**Summary of Activities for this report:**

[CFAS](#) represents the interests and critical issues facing academic faculty and societies and is integrated into the AAMC's leadership and governance structures.

With the pandemic, in person meetings were halted, however, purposeful action by CFAS leadership was developed to maintain connections.

1. Distribution of a weekly CFAS e-mail list. All members of SDRME who wish to receive this message should let Caren Stalburg know so she can add you to the mailings.
2. Requests from the AAMC for 'sign-ons' to statements and letters from the AAMC membership.
  - a. 10/2020: Opposition to a Department of Homeland Security rule that would limit international students' visas
  - b. 1/2021: Letter to thank members of Congress for investing in physician training by adding 1,000 new Medicare-supported graduate medical education (GME) positions in the Consolidated Appropriations Act, 2021
  - c. 2/2021: Declined to sign onto letter of endorsement for infrastructure investment for VA research as it is not relevant to the focus of SDRME
  - d. 3/2021: Letter to support funding of the HRSA Title VII Health Professions and Title VII Nursing workforce development and diversity pipeline programs
3. [CFAS Connects](#) sessions
4. Joint CFAS-GFA (Group on Faculty Affairs) meeting April 14-16, 2021
  - a. Both Allison and Caren attended
  - b. Highlights
    - i. Resources for [Telehealth Competencies Across the Learning Continuum](#)
    - ii. [AAMC statement](#) on commitment to clinician well-being and resilience
    - iii. [New GFA Leadership Guide](#) for Faculty Affairs Professionals
    - iv. DE&I sessions
    - v. "Ignite" sessions—effects of Covid
    - vi. [AAMC Strategic Plan](#)

## 10 PLANS FOR ACTION

No. 1

Strengthen the Medical Education Continuum for Transformed Health Care and Learning Environments

No. 2

Extend the AAMC's Leadership Role in Helping Students Progress Through Their Medical Professional

No. 3

Equip Medical Schools and Teaching Hospitals and Health Systems to Become More Inclusive, Equitable Organizations

No. 4

Increase Significantly the Number of Diverse Medical School Applicants and Matriculants

No. 5

Strengthen the Nation's Commitment to Medical Research and the Research Community

No. 6

Enhance the Skills and Capacity of People in Academic Medicine

No. 7

Improve Access to Health Care for All

No. 8

Advance Knowledge Through the AAMC Research and Action Institute

No. 9

Launch the AAMC as a National Leader in Health Equity and Health Justice

No. 10

Adapt the AAMC to the Changing Needs of Academic Medicine



### Planned new projects:

Continued engagement with CFAS

### Plans for leadership transition (if applicable):

Both Caren and Allison are in their first year-ish of Senior and Junior Rep respectively. Will need to identify interested individuals who can move into the Junior Rep role in the next year or two.

### What can the Executive Committee do to help your committee/SIG?

Support of attendance fees and travel costs to attend the CFAS meeting is greatly appreciated. This year the Treasurer registered us both directly which eliminated the need for re-imbusement after the fact.

### What can the SDRME members do to contribute to your committee/SIG?

Please feel free to share any concerns, comments, or questions you may have for CFAS.

Eric Weissman, who is the staff, lead at AAMC is very responsive and engaging