

BNGAP | Building the
Next Generation of
Academic Physicians



MedEdPORTAL®
The Journal of Teaching and Learning Resources

**ACADEMIC
MEDICINE**
Journal of the Association of American Medical Colleges

 **UNM**
SCHOOL of MEDICINE

PRE-FACULTY DEVELOPMENT:

A Critical Factor in Diversifying Health Professions Faculty

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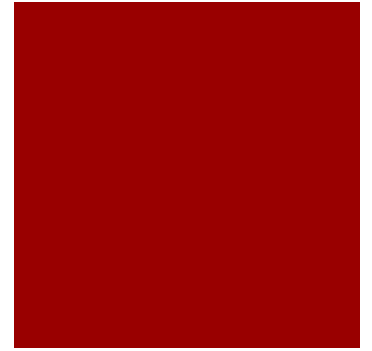
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Learning Objectives



- List challenges to cultivating diverse future faculty
- Define pre-faculty development
- Identify opportunities, as early as college, to engage future faculty



Pathway to Public Health and Medicine



When did you first gain formal guidance on becoming an Educator or Faculty Member? What did role models or mentors share about their journey?



HRSA Sex, Race, and Ethnic Diversity of U.S. Health Occupations (2011-2015) 2017 Report

Table 2: U.S. Health Occupations¹ by Race/Ethnicity, 2011-2015

	Hispanic	Non-Hispanic					
		White	Black	Asian	American Indian/ Alaska Native	Native Hawaiian and Other Pacific Islander	Multiple/ Other Race
U.S. Workforce ² (#)	25,776,728	102,850,895	18,597,223	8,534,837	902,977	251,578	2,910,645
U.S. Workforce ² (%)	16.1	64.4	11.6	5.3	0.6	0.2	1.8
Health Occupations³							
Community and Social Services Occupations							
Counselors	10.7	64.6	18.8	2.8	0.8	0.1	2.2
Social Workers	12.0	60.6	21.5	3.0	0.8	0.1	2.0
Life, Physical, and Social Sciences Occupations							
Psychologists	6.3	83.5	4.9	3.4	0.2	(0.0)	1.6
Health Diagnosing and Treating Practitioners Occupations							
Advanced Practice Registered Nurses ⁴	4.5	84.0	5.7	4.1	0.2	NR	1.3
Chiropractors	3.7	86.7	1.9	5.4	0.5	NR	1.8
Dentists	6.1	74.8	3.0	14.3	(0.1)	NR	1.7
Dietitians and Nutritionists	8.5	68.7	15.0	6.0	0.3	(0.1)	1.4
Optometrists	3.9	78.4	1.8	13.7	NR	NR	1.8
Pharmacists	3.7	70.4	5.9	17.9	0.2	0.1	1.8
Physicians	6.3	67.0	4.8	19.6	0.1	0.0	2.1
Physician Assistants	10.0	72.7	7.1	7.3	0.6	NR	2.2
Occupational Therapists	4.0	83.8	4.4	6.6	0.2	NR	1.1
Physical Therapists	4.8	77.8	4.4	11.1	0.2	(0.1)	1.6



Approximate Hispanic, African-American/Black, and American Indian/Alaska Native* Population and US Workforce Demographics by Discipline, 2015

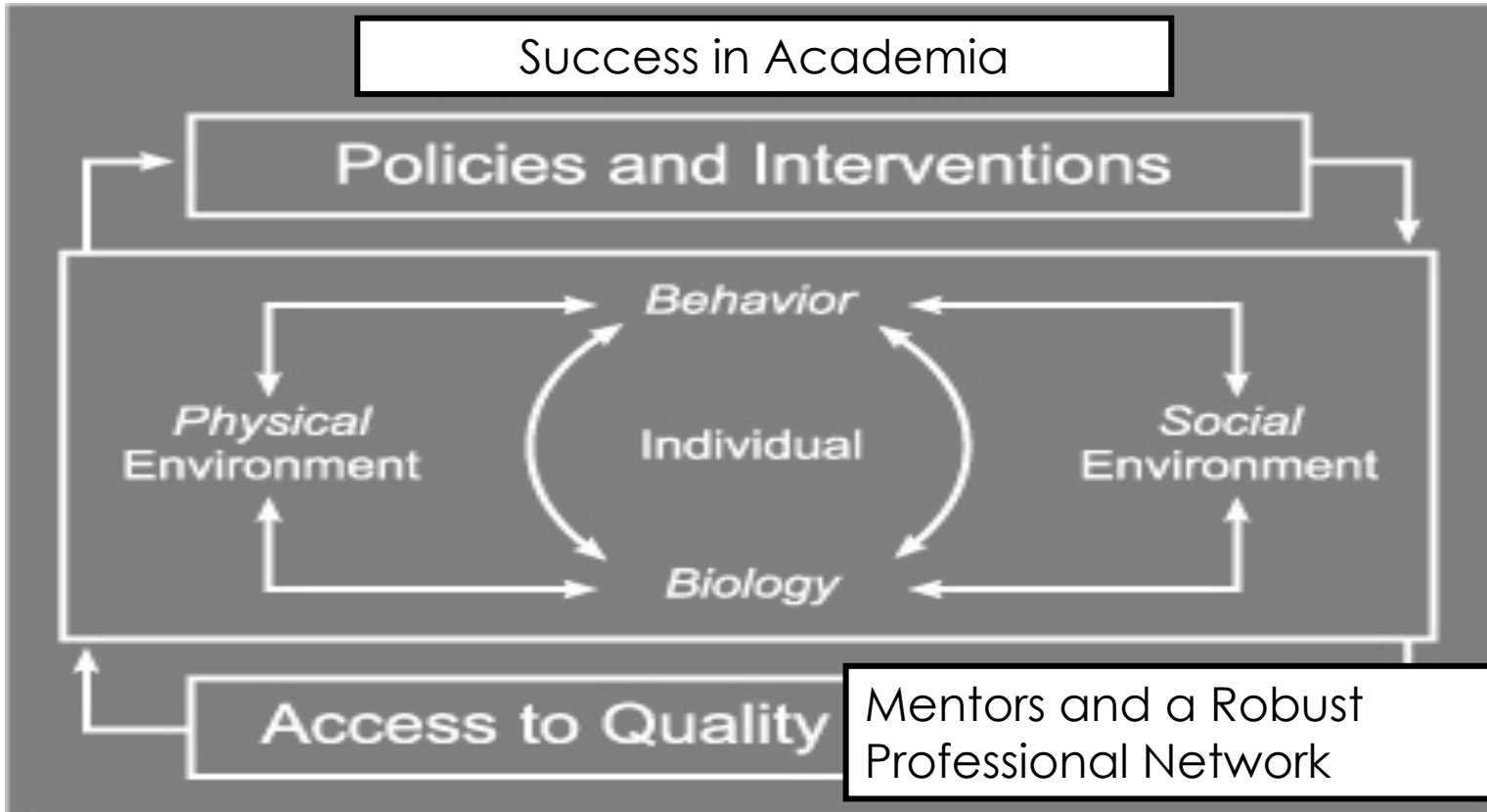
	Population %	Graduate Students %	Clinicians %	Faculty %
Physician Assistant	30	10	11	10
Medicine	30	15	10	7
Dentist	30	12	7	15

* = American Indian or Alaska Native plus Native Hawaiian and Other Pacific Islanders for data of census, graduates, and faculty.



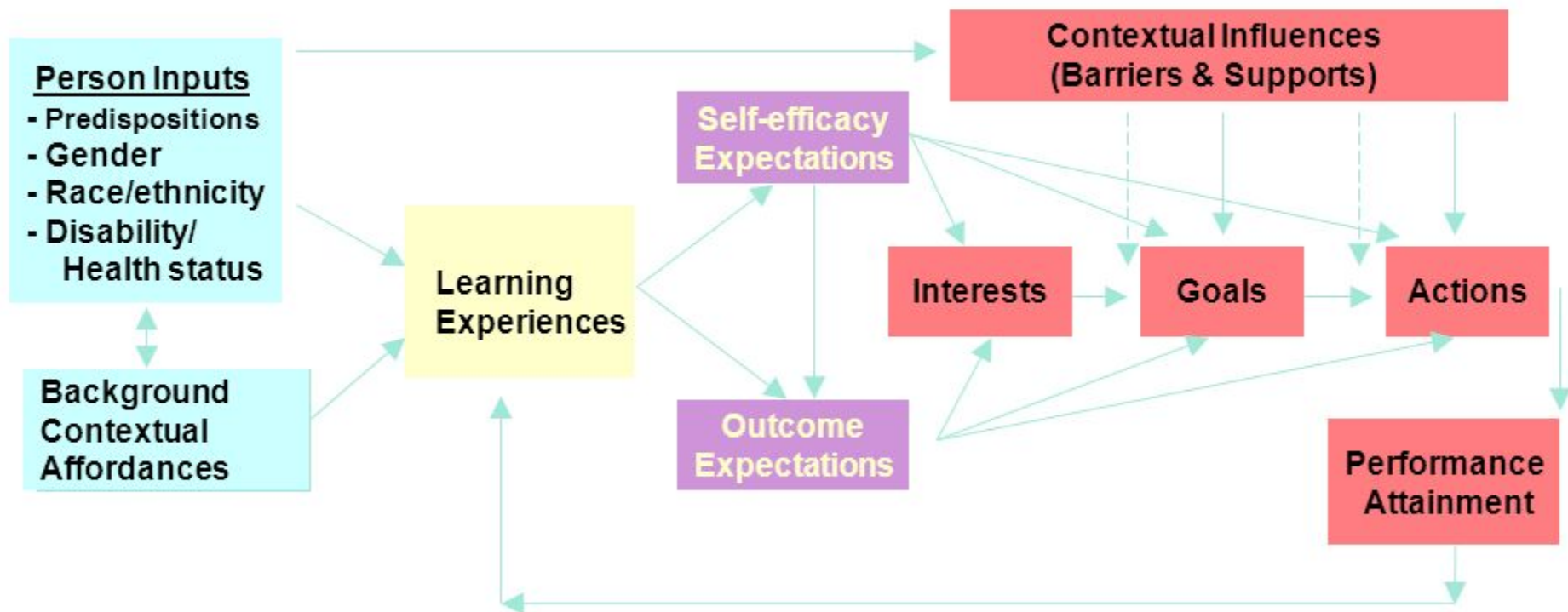
What factors influence an individual's trajectory to a faculty career?

Determinants of Health IN ACADEMIA



Courtesy of David Satcher, MD, PhD &
Eve J. Higginbotham SM, MD

Social Cognitive Career Theory



Modified model of SCCT (Lent, Brown, & Hackett, 1994)

Reported Challenges to Pursuing Faculty Careers by UiM Trainees

Self-doubt About Being Good Enough

"I don't know that my grades are as stellar as they should be because I picture an academic teacher as somebody with excellent grades and I'm just kind of a floater. I'm not really someone who stands out academically. I mean, obviously we all stand out as medical students, but among those I'm pretty average. I would love to do it but I don't think I have the research or the academic excellence." (NA)

Parents View of Clinical Versus Faculty Careers

"I think a lot of people in our parents' generation, especially among Asian immigrants, is that they see medicine as the 'iron rice bowl.' Basically, once you get the training, you can keep on eating out of it with a steady income and steady job."

Difficulty Finding LGBT Mentors

"I haven't had any mentors, and I feel like because I lack that I kind of want to provide support later on. There are no mentors who do research or teaching in LGBT health or who are out or who are supporting or very supportive of people who might be out in academic medicine." (LGBT)



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.

(Sánchez J.P. and Williams V., 2019)



What formal pre-faculty development programs or activities were you a part of?

BNGAP

Building the
Next Generation of
Academic Physicians

Our mission is to help diverse trainees
become aware of, interested in and
prepared to explore academic
careers

www.bngap.org

Community Engagement (women, racial and ethnic minorities, sexual and gender minorities)

Building
Community

Transforming
Minority Tax to
Capital

Career Knowledge
and Skills

Pre-Faculty
Identity Formation

Assess outcomes and impact in
supporting a pre-faculty workforce

Assess diverse trainees perceptions
of academic careers

Develop educational interventions to
support a diverse pre-faculty workforce



Nursing, Pharmacy, Public Health, Dental, Medicine

Career Knowledge and Skills

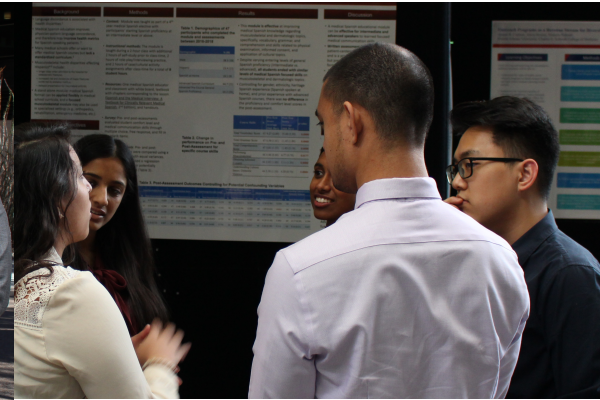
Curricula for college,
graduate students,
fellows, post-doctoral
trainees

Transforming Minority Tax to Capital

Writing Fellowship
Publishing Opportunities

Building Community

Website
Conferences
E-Newsletter
Institutional Chapters
National Center for Pre-
Faculty Development



4. Critical Transitions: Finding Your Academic Residency, Fellowship, or First Academic Position

3. Engagement and Leadership in Academic Medicine Curricula for Diverse Medical Students Residents, and Fellows

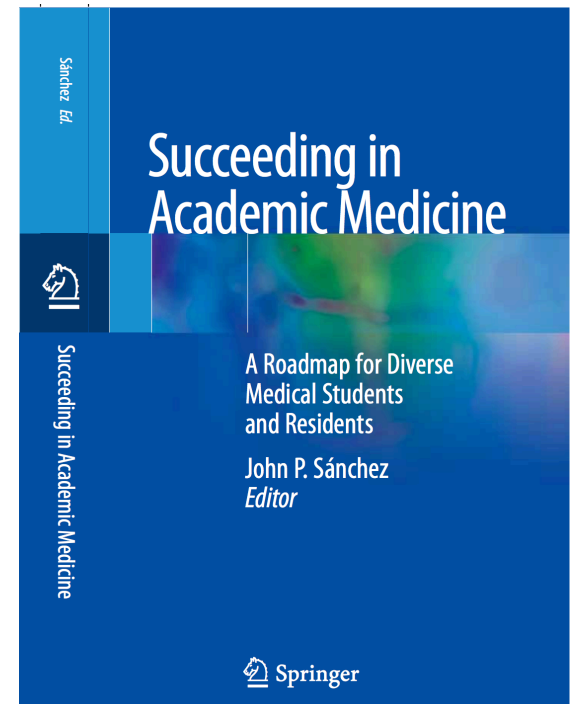
- a. 4 modules under MedEdPORTAL review
- b. **Book being drafted**

2. Academic Career Development Curricula for Diverse Dental and Medical Students, Residents, and Fellows

- a. 12 MedEdPORTAL modules published
- b. **Book – Succeeding in Academic Medicine: A Roadmap for Diverse Medical Students and Residents**

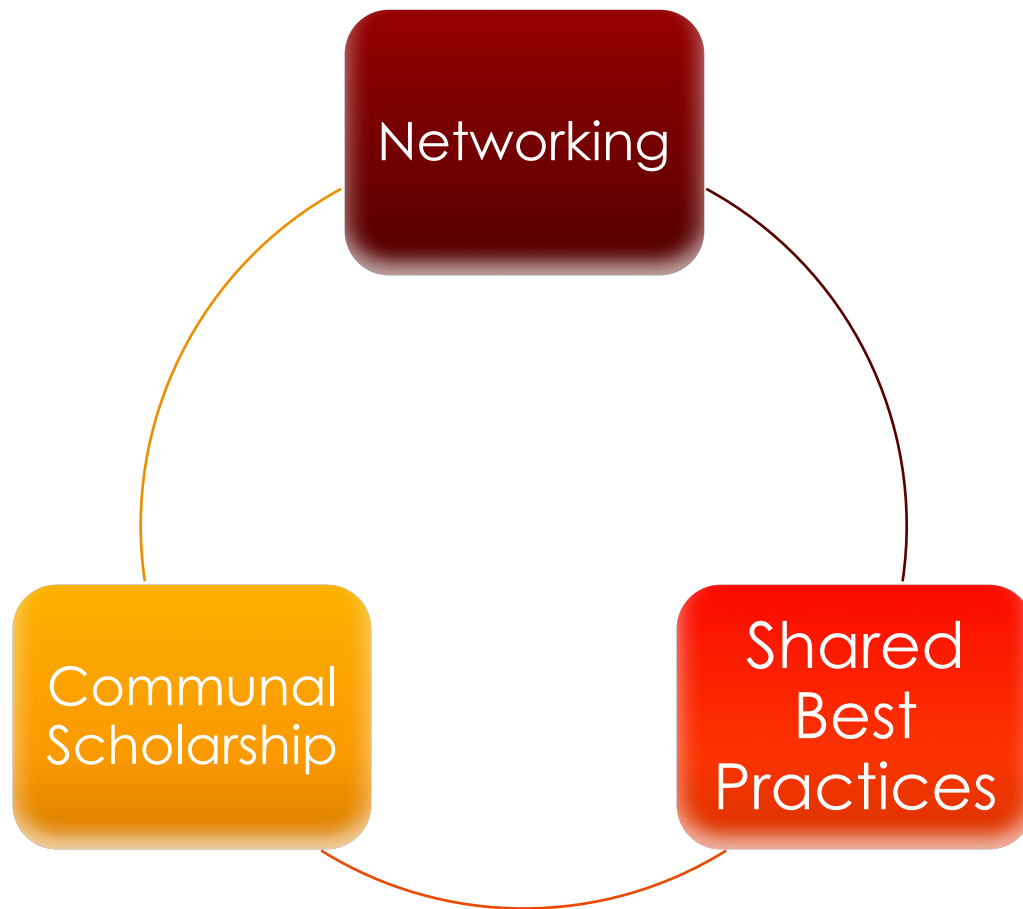
1. Health Related Academic Career Development Curricula for Undifferentiated College and Post-Bacc Students

- a. **Book drafted**





National Center for Pre-Faculty Development



1 University health sciences center (UNM HSC)

1 Community based organization

4 Diversity-related national graduate student organizations

17 Allopathic and osteopathic medical schools

Next Steps



- Let a diverse trainee know - “I want you to be a future faculty member!”
- Discuss the concept of pre-faculty development
- Collaborate to build formal inter-professional, scholarly pathway programs for diverse pre-faculty



For further information
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