Chartered in 2011, The Committee on Minority Faculty Advancement addresses the professional development needs of our faculty from underrepresented groups in medicine and biomedical sciences (URGMBS) by facilitating the dissemination of knowledge, skills, and resources necessary to achieve successful careers in academic medicine.

News & Updates

WELCOME! CMFA ’s activities and meetings are open to anyone who wants to come. We usually meet on the first Thursday of every month in Health Sciences in A-300.

You can also join our listserv here or email us at cmfa@u.washington.edu

Recent News & Publications:
- June is Gay, Lesbian, Bisexual, Transgender Pride Month!
- The CMFA Fall social! It will be a combined social with medical students and residents. The Mentoring award will be announced here. Details to come.
- Teaching Scholars at UW is a one-year professional development program for educators in the health professions who have a passion for teaching and a desire to become academic leaders. Apply here
- Walt Hollow, MD, (Assiniboine-Sioux), former Director of the Native American Center of Excellence (NACOE) and Dept of Family Medicine faculty member was the recipient of this year’s Family Medicine Educator of the Year award from the Washington Academy of Family Physicians. This award recognizes an academy member’s excellence in teaching, development of innovative teaching models, or implementation of outstanding educational programs.
- Come march with UW at the Seattle Pride Parade Sun 6/29, 10am details here
- The Summer Medical & Dental Education Program (SMDEP) 2014 begins June 23rd!
- Questions?: Contact Pam Racansky at racansky@uw.edu or 206.616.5866

*Bold=CMFA executive committee member

Faculty Highlight

Walt Hollow, MD, (Assiniboine-Sioux), former Director of the Native American Center of Excellence (NACOE) and UWSOM Department of Family Medicine faculty member is the recipient of this year’s Family Medicine Educator of the Year award from the Washington Academy of Family Physicians. Dr. Hollow, was the first American Indian student to be admitted and to graduate from the UW School of Medicine many decades ago. Early in his career, he helped establish the Seattle Indian Health Board, a thriving community health center that serves urban American Indian/Alaska Native patients. In 1992, he founded the Native American Center of Excellence and established the Indian Health Pathway, which was the first pathway developed at UW SOM, that laid the groundwork for other pathways to follow. Dr. Hollow is a role model and a dedicated faculty member who makes sure that students who want to serve the Native community learn to do so with respect and humility.
Commentary: The Building the Next Generation of Academic Physicians Initiative: Engaging Medical Students and Residents
Sánchez, John Paul MD, MPH; Castillo-Page, Laura PhD; Spencer, Dennis J.; Yehia, Baligh MD; Peters, Lutheria MPH; Freeman, Brandi K. MD; Lee-Rey, Elizabeth MD, MPH

ABSTRACT (an oldie from 2011, but a goodie)

As health inequities add additional pressure for systemic reform at academic health centers, the medical community must pay greater attention to harnessing the human capital ultimately tasked with providing culturally competent care to our diverse patient population along with reducing enduring health disparities. Much discourse in terms of the physician workforce has centered on cultural competency and on reducing physician shortages. However, an additional integral workforce issue yet to receive its due emphasis is the building of a diverse academic medicine workforce, especially an educator workforce, to instill in future physicians the knowledge, mentorship abilities, and socialization skills to facilitate the elimination of health disparities locally and nationally.

Individual heterogeneity by race, ethnicity, sexual orientation, faculty research interests, and pedagogy, among other personal and professional characteristics, highlight the extent to which the academic medicine workforce can provide distinct perspectives to transform academic health centers to address health disparities. Empirically, data and research reinforce the benefits of racial, ethnic, and other forms of diversity across the academic medicine workforce by such measures as patient outcomes, creating a robust learning environment, and elevating institutional public legitimacy and scholarship. Some progress has been made to diversify the academic medicine workforce. For example, the overall proportion of female faculty has grown significantly, but there continue to be very few female full professors (18%) and deans (12%) at U.S. medical schools. The number of black or African American and Hispanic or Latino faculty, at about 7.2% in 2008, has remained stagnant. American Indian/Alaska Native faculty represent a mere 0.3%. There is very little information on the recruitment, retention, and promotion of lesbian, gay, bisexual, and transgender (LGBT) faculty. The current shortcomings in building a critical mass of diverse faculty will impede academic health centers’ ability to access the human capital needed for innovative change. Furthermore, the bulk of published research and established interventions related to building diversity in the academic medicine community focuses primarily on faculty and ignores the potential contributions of medical students and residents.

CEDI NEWS Spring 2014

The Center For Equity Diversity and Inclusion (CEDI) honored graduating medical students at the UW SOM Pathways graduation on May 21st. Seventeen medical students were awarded the Hispanic Health Pathway certificate, and five medical students were awarded the Indian Health Pathway certificate. At the Multicultural Graduation held at the Burke Museum the next day, 21 medical students were honored with their families and friends. Graduation culminated at Benaroya Hall with over 2,300 people in attendance. Congrats to CMFA for all your support and guidance to these fine graduates, and future CMFA members! As our graduating cohort leaves, we welcome our 2014 medical school class, in which 9 SMDEP alumni were accepted and 7 of them will matriculate to UW Medical School in the fall.

UPCOMING EVENTS

National Medical Assoc. Annual Convention & Scientific Assembly Aug 2-6, 2014 Honolulu, HI Click here to register

AAMC Minority Faculty Career Development Seminar Sept 5, 2014 Vancouver, BC Click here to register

42nd Annual Update in Family Practice & Primary Care Sept 8-12th, 2014 UW Seattle, WA

GLMA’s 32nd Annual Conference Sept 10-13, 2014 Baltimore, MD Click here to register

The AAMC 2014 Annual Meeting Nov 7-11, 2014 Chicago, IL Click here to register