

ExCITE-ing News!

Do you have an idea to propel women into leadership positions in academic EM?

Have you discovered a way to improve diversity in your department?

Do you have an idea on how to make women and minorities become more "promotable"?

As a woman or minority, has appropriate mentorship alluded you? Do you have a solution?

Win \$250 for your idea!!

AWAEM and ADIEM have gotten together to try to solve these questions. We are soliciting proposals for the ExCITE (Emergency Medicine X: Creating Innovations Towards Equity) event. Faculty, residents, and fellows are invited to submit ideas for practical innovations that emergency departments can adopt to support the recruitment, retention, and promotion of women or minority groups in academic EM. Proposals should outline a plan that is achievable within 1 year, with clear and feasible outcome(s). Faculty will present their ideas to three academic ED chairs during a live SAEM session. Chairs will provide feedback and have the option of deciding to "invest" by implementing the program in their own department over the upcoming year.

Please see the attached submission form for further details.

2018 EXCITE Instructions and Submission Form

Instructions:

Submissions should propose a focused program that will promote the advancement of women or improve diversity (be sure to define what you mean by this) within an emergency medicine department. Submissions will be judged based on novelty, clarity, and feasibility, including a clear plan for measuring outcomes. Examples of potential outcomes include increased engagement in faculty development courses, successful mentoring relationships, or submission of grants by the targeted faculty. Targets of innovations may be residents or faculty.

While long-term outcomes (e.g., increased numbers of female/diverse faculty hired or promoted to full professorship) are necessary and should be the ultimate goal, these proposals should be framed as a 1-year building block with potential for long term effects. Successful applications will convey how the proposed program is distinct from existing mentorship or development programs. Two faculty may co-author a proposal.

At SAEM, selected faculty will pitch their idea to chairs in front of an audience and receive feedback and potentially an opportunity to implement the idea in one of the chairs' departments.

Other requirements include:

- Submitting faculty must be available to present their idea at SAEM
 - o 3 - 5 minutes, oral presentation
 - o NO slides
- Faculty who submit "winning" proposals must be willing to work the department as a consultant that "invests" in their idea

The Department Chairs that will be judging and potentially implementing your ideas are:

Ian Martin (WVU)

Angela Mills (Columbia U)

and Mark Courtney for James Adams (Northwestern U)

- The presentation must describe the problem, your innovation, measureable outcomes, and cost.
- The innovation should aim to be completed within one year.
- Faculty will be responsible for presenting outcomes of their program at the 2019 SAEM meeting; if they are not able to attend, they may find a proxy.

What is the benefit to you, the innovator?

Winners will be featured at next year's national SAEM meeting, have an opportunity to network with leaders in the field and to work with the chair to publish the data. Winners will also receive a cash prize of \$250. Best of all, winners have the opportunity to contribute positively to the careers of underrepresented groups in emergency medicine.

Questions? Contact Neha Raukar at nraukar@gmail.com or Esther Choo at echomd@gmail.com.

Important Dates:

Deadline to submit this form: April 22, 2018

Present at SAEM - Indianapolis, May 17, 8am

Proposal Submission: Complete the following and submit this page to Holly Byrd-Duncan hbyrdduncan@saem.org with the subject heading "ExCITE! Proposal"

Name:

Institution:

Email:

Please use the following space to describe your plan, in 500 words or less:

Please provide a timeline for key steps in the project:

Please name the outcome(s) and how it (they) will be measured: