AWAEM SAEM Business Meeting Minutes
Tuesday, May 16, 2017, 8 am

Roll Call

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<thead>
<tr>
<th>COMMITTEE CHAIRS</th>
<th>COUNCIL</th>
<th>LIAISONS</th>
<th>MEMBERS/GUESTS</th>
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<tbody>
<tr>
<td>Ciara Barclay-Buchanan</td>
<td>Evie Marcolini</td>
<td>Kinjal Sethuraman X</td>
<td>Holly Byrd-Duncan (SAEM) X</td>
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<td>Rebecca Barron</td>
<td>X Sarah Perman</td>
<td>Michelle Lall X</td>
<td>Megan Ranney (SAEM BOD) X</td>
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<td>Preeti Dalawari</td>
<td>X Neha Raukar</td>
<td>X Basmah Safdar X</td>
<td>Amy Waldner (EMRA) X</td>
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<td>Valerie Dobiesz</td>
<td>Jessica Schmidt</td>
<td>X Wendy Chang X</td>
<td>Alison Hayward (GEMA) X</td>
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<td>Sarah Dubbs</td>
<td>Bijal Shah</td>
<td>Pooja Agrawal</td>
<td>Kirsten Rounds</td>
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<td>Andrea Fang</td>
<td>Lauren Westafer</td>
<td>Laura Medford-Davis</td>
<td>Sue Watts X</td>
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<td>Jaime Hess</td>
<td>Jeannette Wolfe</td>
<td>X Devjani Das</td>
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<tr>
<td>Amy Ho</td>
<td>X</td>
<td>Flavia Nobay X</td>
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<td>Karen Jubanyak</td>
<td>X</td>
<td>Elizabeth Goldberg</td>
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Denotes Attendance = X

AGENDA ITEM | DISCUSSION / CONCLUSION | RECOMMENDATION / ACTION | RESPONSIBLE PARTY
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Year In Review | • 2016-2017 goals were to focus on member and leadership development, mid-career development, and workshop on negotiation<br>• Achievements<br>  o Increased regional outreach<br>     ▪ Participated at Northeast, Mid-Atlantic, Southeast regional meetings<br>  o Increased collaborations within and outside SAEM<br>     ▪ Co-sponsoring luncheon with ADIEM<br>     ▪ Didactics at SAEM, CORD, with plans to expand to AAEM<br>     ▪ Partnered with ACEP for wellness initiatives<br>     ▪ Research collaboration with ADIEM on burnout<br>     ▪ Collaboration with AIUM on pre-conference workshop<br>  o Increased membership engagement<br>     ▪ Bimonthly newsletter<br>     ▪ Monthly listserv updates<br>     ▪ Microsite with resources<br>     ▪ Swag for members and recruitment<br>  o 12 committees with oversight from executive council<br>     ▪ Awards committee created 2 new awards, had max number of nominations for awards, and resident travel scholarship still very popular<br>     ▪ Wellness committee made wellness kits, showcased in newsletter and listserv update<br>     ▪ Increased social media presence. Will debut Legacy video at luncheon.<br>     ▪ Research committee has presented at regionals and SAEM and is currently working on manuscript | Basmah |
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### 2017-2018 Goals
- Continue focus on regional presence, wellness, mentoring, and engaging membership
- Have AWAEM liaison on other SAEM academies (ADIEM, AAAEM, etc.) and also SAEM committees (program, research, etc.)
- Develop systematic hand-off/leadership progression for committees
- Increase recognition of successes of our members in newsletter
- Looking into inviting Rena Seltzer for workshop/didactics at SAEM18
- Refine awards, e.g. department award to include criteria of women speakers
- Consider rotating co-sponsorship for luncheon with other academies
- Continue support of early and mid-career women
- Continue to expand didactics at CORD, ACEP, and AAEM
- Continue to expand research ideas
- Look into grants and other funding sources
- Keep microsite updated to help members stay engaged

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### Potential Research Ideas
- Look at residents & chief residents  
  - Aggregate milestone data  
  - See why evaluations fall off between year 1-2
- Gender differences in evaluations of residents  
  - Follow up with students who presented data at SAEM16
- Are there geographical differences in gender representation, salary, etc.?  
  - Different values, morals, expectations?  
  - Culturally based rather than institutionally based?  
  - We should reach out to less well represented programs/regions to better understand their issues
- # Female faculty at programs  
  - Salary survey captured most programs but not all
- What is the timing of women going part time?  
  - E.g. Year 2 vs. year 8  
  - Is it because of the trajectory of your career?
- Survey of how people feel valued in their workplace  
  - ACEP may have looked at something similar, and may not have found a gender difference?
- Differences in evaluation of female vs. male speakers  
  - E.g. ACEP speakers  
  - How do you account for the quality of the lecture?
- How many female medical students have female mentors?

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<th>Contact Kinjal and Sarah if interested in joining Research Committee</th>
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### ExCITE Recap
- Co-sponsored with ADIEM
- Supported 4 projects  
  - WAM (Tara Overbeeke/Kendra Parekh)  
    - Presented at NERDS  
    - Mentored female faculty on overcoming obstacles  
    - Hosted welcome dinner, discussed time management, faculty dinner on

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<th>Contact Neha with feedback and ideas for future ExCITE</th>
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| Neha |
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| sexism, wellness week, talk on money matters specific to women        | o  FeminEM (Dara Kass)
  ▪ Speaker development program
  ▪ Female junior faculty recruited to give grand rounds and given critique
| o  AWE (Tricia Smith)                                                 | ▪ Presented at NERDS and UCSF
 ▪ Female mentorship between residents and faculty
 ▪ Goal of increasing publications
 ▪ Hurdle was faculty time commitment
 ▪ Plan to take program to Emory and merge with WAM
| o  EMNinjas (Indira Gowda)                                           | ▪ Electronic mentorship pairing program in NYC
 ▪ Limited by faculty time and resident interest
 ▪ Plan to continue next year
| • Will highlight at luncheon, in newsletter, etc.                    | • Plan to solicit proposals every other year
  o  Next cycle for SAEM18
  o  Will also add expectations, milestones, etc.
| • Future considerations                                               | o  Perhaps consider having 3 awards and 1 for a medical student award? Or have separate awards for students, residents, and junior faculty?
| o  Would having regional chapters help these programs?               | o  Should the programs be at the proposed person’s institution with the sponsoring chair be an external mentor? Or should it be done at the sponsoring chair’s institution?
  ▪ Perhaps pilots at their home institutions then expand to the sponsoring chair’s institution?
  ▪ Perhaps tie a departmental award into supporting these future projects

**Next Meeting:** June 2, 2017 at 12 pm EST