



**Association of Chairs of Departments of Physiology
Leadership Retreat
San Juan, PR
November 30-December 3, 2023**

**ACDP Business Meeting I
Minutes**

I. Call to Order

The Business Meeting was convened by President Kebreten Manaye at 11:42 am on December 1, 2023.

II. Approval of 2022 Draft Meeting Minutes

The minutes from the 2022 Business Meetings were unanimously approved as submitted.

III. Call for names for 2024 Guyton Award Lectureship

Manaye requested nominations from the membership for the 2024 Arthur C. Guyton Distinguished Award Lectureship. Any nominations should be sent to President-elect Toni Pak or second-year Councilors Rachele Crosbie or Larry Suva for consideration.

IV. Call for names for 2024 Distinguished Service Awardee

Manaye also requested that any nominations for the 2024 ACDP Distinguished Service Award be submitted to Pak for consideration.

V. Call for Nominations for Officer Positions

A call was made for nominations for President-elect, Secretary-Treasurer, and two open Councilor positions. The membership was reminded that the nominees for President need to have previously served on Council as either Councilors or Secretary-Treasurer. Should a current member of Council be elected to another position, then the third top candidate will receive a term commiserate with finishing out the term of that person, with the ability to be re-elected next year.

VI. Financial Report

The financial report was presented by Secretary-Treasurer Blanco, comparing the 2023 year-to-date budget numbers (as of 9/30/23) to 2022 at the same point in time. Despite the large decrease in bottom line, Blanco noted that ACDP remains in good shape financially and is just back to more normal numbers of previous years. The larger-than-normal net assets at this point last year was the result of 2020 when there was no Leadership Retreat but dues were still collected. Expenses from the 2022 meeting were not yet in.

Membership income is substantially down this year (\$7,750), something that will need to be addressed, although several more dues were collected since September. He urged everyone to encourage other chairs to join the Association.

Under Expenses, He pointed out that the expenses for the Leadership Retreat are the largest expense for the Association. They continue to increase each year, especially with the selection of non all-inclusive properties and therefore greater food and beverage budgets. Professional fees reflect the salary for Lowy. There will be no change in that line item by the end of the year. Credit card processing expenses were down because of the lower number of members joining online. Travel expenses under Meeting Expenses are the advance payments for this Leadership Retreat and the booking fee for the 2024 meeting. Those under General are the cost for sending the Representatives to the CFAS meeting. Dues expenses are for CFAS dues to AAMC. At this point in the year, the budget is showing an decrease of \$27,083, but the Society still remains in good shape, although Council agreed there needs to be more effort spent on generating revenue.

Association of Chairs of Departments of Physiology
Revenue and Expenses and Changes in Net Assets
Year to Date as of September 30, 2023

	2023 YTD			Totals at 9/30/22	Incr/(Decr)
	Annual Meeting	General	Totals at 9/30/23		
Revenue:					
Dues Income	\$ -	\$ 14,000	\$ 14,000	\$ 21,750	\$ (7,750)
Contributions	-	-	-	-	-
Interest Income	-	-	-	18	(18)
Total Revenue	-	14,000	14,000	21,768	(7,768)
Expenses:					
Professional Fees	-	2,500	2,500	3,336	(836)
Supplies	-	272	272	-	272
Credit Card Processing Fees	-	520	520	893	(373)
Travel	12,967	2,524	15,491	4,558	10,933
Meeting Expenses	-	-	-	3,060	(3,060)
Dues Expense - Associations	-	620	620	590	30
Awards	-	-	-	2,100	(2,100)
Total Expenses	12,967	6,436	19,403	14,537	4,866
Net Revenue/(Expenses)	(12,967)	7,564	(5,403)	7,231	(12,634)
Net Assets, Beginning of Year			51,704	73,803	(22,099)
Net Assets, End of Period*			\$ 53,951	\$ 81,034	\$ (27,083)

VII. CFAS Update

Nicholas Delamere and Patricia Molina are the current ACDP representatives to the Council of Faculty and Academic Societies (CFAS) of the AAMC. CFAS was created in July 2013 and was formerly known as the Council of Academic Societies until it was opened to include two representatives from each of the 150 medical schools as appointed by the Deans. This was to ensure that faculty would be represented directly. The other two Councils are the Councils of Deans and of Administrators. (See attached pdf file for the complete CFAS Report.)

CFAS report to ACDP

Patricia E. Molina, MD, PhD

Nick Delamere, PhD

CFAS Reps for ACDP

The Council of Faculty and Academic Societies (CFAS) is part of the AAMC. It is an increasingly effective place to advocate for strong physiology departments and explain the value of their research and teaching.

As a member of the CFAS Administrative Board Nick is part of AAMC leadership.

Nick represented basic science faculty on the CFAS Program Committee.

Nick Chaired the opening Plenary session at the 2023 CFAS Spring Meeting in Salt Lake City.

In the past year, the Ad Board focused on:

- Research funding and the need for basic science faculty job security.

- Changing role of Ph.D. faculty as teachers in medical curriculum.

- Shortening the preclinical curriculum.

- Diversity/Equity/Inclusion in faculty recruitment & retention.

- Faculty burnout.

Two new CFAS committees were created: Faculty as Medical Educators
Biomedical Research & Training Committee

Does the talk lead anywhere?

CFAS puts out news releases and publishes peer reviewed articles based on CFAS meeting sessions.

CFAS coordinates advocacy sign-on letters to academic societies.

CFAS aims to start discussions that CFAS reps take back to their societies and med schools.

CFAS Ad Board makes recommendations to AAMC leadership and COD (Council of Deans). For example, arguing standards for strong basic science content in preclinical curriculum.

Faculty as medical educators



**New committee:
Sustaining faculty for
success as medical
educators**



Objectives:

1. Engagement
2. value
3. evolution of educators throughout their careers
- 4 communication



**Educators facing
challenges because of
many roles they play at
institutions. Lack of time.**

Resource needs: time,
partnership, support



**Developed survey to
assess current state,
compile data, and
publish.**

Expansion of systems and
inclusion of community physicians
as faculty/educators creates a
tension.

Lots of discussion on trying to
parse out the tensions of medical
educators vs. those that have
multiple roles.



Overall discussion

Reframe the concept of education
to make it a 2 way street

Not thinking of students as
consumers and faculty as
deliverers.

Learning takes 2 people; teacher
and learner.

Comments regarding inability of
students to communicate in
person since pandemic.

Question on who is doing the
educating.

Basic Science Educators – Least Satisfied Group:

- Defined by self-report time dedicated to core mission areas. Identified teaching/education as mission area where they spend majority of %.
 - Demographics: More women, associate professors, older
 - Time Allocation/Sense of Everyday Job: On average, spend 61% of time in teaching and education compared to 16% of other basic science faculty.
 - Less satisfied with their time allocation compared to other basic science faculty.
 - Spend too much time in teaching, not enough in research—More so than peers. Feel they spend too much time in admin compared to peers
 - Less basic science educators agree that their effort assigned accurately reflects how their time is spent in the workplace. Less satisfied with their autonomy at work.
 - Global Engagement:
 - More likely to retire in the next 1-2 years, compared to their peers.
 - Top reasons: professional and/or advancement opportunities, compensation and benefits, and work-life balance/burnout.
 - Basic science educators more likely to report burnout than other basic science faculty as a reason to consider leaving their institution.
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Continued survey results

Valuing and Connection to Mission:

- Basic science educators believe that their schools place less value on teaching mission and too much value on research and admin mission compared to their peers.
- Significantly less basic science educators feel that the school is accomplishing its mission, the stated values are the actual values of the school, that the school fosters teaching and research excellence, and that DEI is recognized as essential to the mission.

Workplace Culture:

- Basic science educators were significantly less satisfied with all elements (diversity, inclusion, innovation, wellness, excellence in performance) of their workplace culture, except with the school's ability to culture collegiality.

Professional Development and Advancement:

- Basic science educators are significantly less satisfied with their opportunities for professional development and are less clear about the criteria for promotion compared to their peers.

Burnout:

- Basic science educators experience significantly more burnout than their peers.

School and Departmental Governance:

- Significantly less basic science educators are satisfied with communication from the dean's office and feel the priorities are clear. Additionally, significantly less feel they can express opinions about the school without fear of retribution. At the department level, significantly less are also satisfied with communication from the chair's office and feel priorities are clear. Additionally, less feel diversity of opinion is valued in the department.

Collegiality and Collaboration:

- Across many measures of departmental collegiality and collaboration, basic science educators were less satisfied than their peers.

Clinical Educators—In many cases, more satisfied?:

- Defined by self-report time dedicated to core mission areas. Identified teaching/education as mission area where they spend the majority of their effort, more so than any other mission area.
- Identified in clinical department. Compared with all other clinical faculty.

Clinical educators

- Demographics:
 - More women, faculty with PhD or other degrees, associate professors, less active in clinical care, faculty of older age
- Time Allocation/Sense of Everyday Job: On average, they spend 57% (30 of 53 hours) of their time in teaching/education compared to 13% of other clinical faculty.
 - More satisfied with their time allocation across all mission areas compared to other clinical faculty.
 - More agree that their effort assigned accurately reflects how their time is spent in the workplace, they are satisfied with their autonomy at work.
 - Significantly more feel personally driven to help the medical school succeed.
- Global Engagement:
 - Clinical educators are more likely to retire in the next 1-2 years, compared to their peers.
 - Top reasons for leaving include professional and/or advancement opportunities, compensation and benefits, and work-life balance/burnout.
- Valuing and Connection to Mission:
 - A higher percentage of clinical educators feel school values education mission too little and too much in research.
 - In some areas, clinical educators are significantly more satisfied with the school's ability to achieve its mission than their peer colleagues.
- Workplace Culture:
 - There were no significant differences in how clinical educators and other clinical faculty perceived their workplace cultures.
- Professional Development and Advancement:
 - No significant differences in the perceptions of faculty regarding their opportunities for growth. Clinical educators have less clarity regarding the criteria related to the research mission.
- Burnout:
 - Clinical educators experience significantly less burnout than their clinical faculty peers.
- School and Departmental Governance:
 - Clinical educators had similar perceptions to their peers with regards to medical school governance, except more were satisfied with opportunities to participate in school governance. Clinical educators did not have any significantly different perceptions of departmental governance than their peers.
- Collegiality and Collaboration:
 - Few differences in perceptions of departmental collegiality and collaboration between clinical educators and their peers.

VIII. New Business

A. Changes to ACDP Space and Budget Survey

Rachelle Crosbie and Larry Suva are working on finalizing the questions for the updated annual survey to make it more useful. Those will be sent out to the membership for feedback when finalized.

B. APS Discount on Membership for ACDP Members

Attendees were reminded that for the coming 2024 dues year, APS is offering a \$40 discount on membership to ACDP members who have paid their 2024 ACDP Dues. ACDP dues notices will go out around the first of the year.

C. Information Only

A list of the 2023 Horwitz/Horowitz Undergraduate Research Awardees was given to the membership. ACDP donates \$2,100 each year in support of these undergraduate awards.

The meeting was adjourned at 12:08 pm until the following day.

ACDP Business Meeting II Minutes

I. Call to reconvene

Manaye reconvened the business meeting at 12:00 pm on December 2, 2023.

II. Election of Officers

The slate of nominees for President-elect, Councilors and CFAS Representative was announced and the membership voted by secret ballot. **V. Gustavo Blanco** (Dept. of Cell Biology & Physiology, Kansas Univ. Medical Center) was elected President-elect. **Larry J. Suva** (Dept. of Veterinary Physiology & Pharmacology, Texas A&M University College of Veterinary Medicine) was elected Secretary-Treasurer for a 3-year term. **Rebekah L. Gundry** (Dept. of Cellular & Integrative Physiology, Univ. of Nebraska Medical Center) and **James P. Herman** (Dept. of Pharmacology and Systems Physiology, Univ. of Cincinnati College of Medicine) were elected Councilors with terms ending in 2026. **Gary L. Pierce** (Dept. of Health & Human Physiology, University of Iowa) was elected Councilor with a term ending in 2025 to finish out Larry Suva's term.

III. Liaison to APS Center for Physiology Education Board

Manaye announced that Scott Steen, APS Executive Director, had agreed to implement a request from ACDP to have a liaison to the APS Center for Physiology Education Board. The Council selected ACDP Councilor Rachele Crosbie (UCLA) to be the liaison between the groups.

2024 ACDP Meeting

President-elect Toni Pak announced that the JW Marriott in Guanacaste, Costa Rica will be the site for the 2024 ACDP Leadership Retreat. Again, it is not an all-inclusive resort. The theme of the meeting will be sustainability: for the department, discipline of physiology, and the environment. Possible excursions include catamaran trips to help clean up an island, the rain forest, and other nearby attractions. Attendees will need to make online hotel reservations and airline reservations on their own. The meeting will occur on December 5-8, 2024.

IV. Adjournment

The meeting was adjourned at 12:12 pm.

Respectfully submitted,

V. Gustavo Blanco, M.D., Ph.D.
Secretary-Treasurer