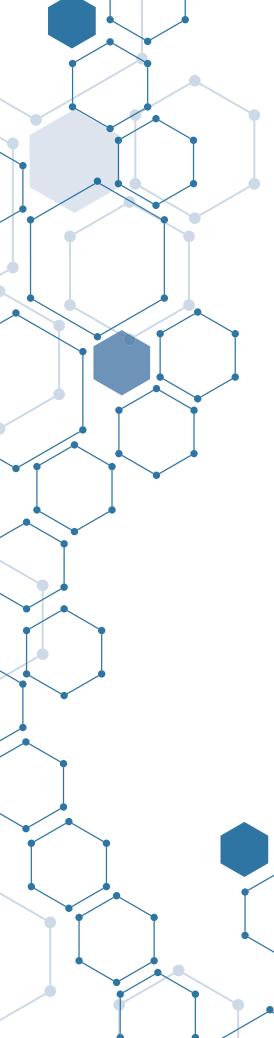
Kern National Network for Caring and Character in Medicine

# RE-ENVISIONING MEDICAL PROFESSIONALISM





### WELCOME TO THE **KERN NATIONAL NETWORK EXPERT ADVISORY PANEL**

The Kern National Network for Caring and Character in Medicine (KNN) is leading an effort to re-envision medical professionalism in the context of caring and character.

We seek to understand how current constructs of medical professionalism are serving all stakeholders.

As such, we need meaningful input from medical education and health system leadership, physicians who teach, care for patients and engage in research, other health professionals, professional organizations, and our patients and communities.

We have designed a process for gathering input from - and building consensus among - these stakeholders to ensure that the construct of medical professionalism remains true to fundamental values and relevant to the dynamic social and biomedical environments that impact the roles and responsibilities of physicians.

The KNN is a national network of seven medical schools dedicated to advancing caring and character in medicine with an ultimate goal of promoting human flourishing. The KNN was developed in partnership and with support from the Kern family and the Kern Family Foundation.

We are grateful for your willingness to share your expertise and advice with us as we launch this exciting initiative.





#### **Richard L. Cruess, MD** Sylvia R. Cruess, MD McGill University

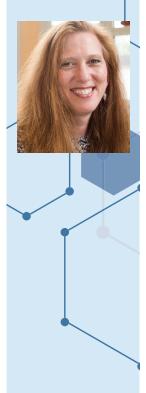
Dr. Richard Cruess graduated with a BA from Princeton in 1951 and an MD from Columbia University in 1955. Having completed residency training in orthopedic surgery at the Royal Victoria Hospital and Columbia University, he joined the faculty of Medicine at McGill University and has spent his entire professional career at that institution. He is Professor of Orthopedic Surgery and a member of the McGill Institute for Health Sciences Education. He served as Chair of Orthopedics (1976-1981), directing a basic science laboratory and publishing extensively in the field. Dr. Cruess was Dean of the Faculty of Medicine (1981-1995) and President of the Canadian Orthopedic Association (1977-1978), the American Orthopedic Research Society (1975-1976), and the Association of Canadian Medical Colleges (1992-1994). He has an honorary degree from Laval University. Dr. Cruess also is a Companion of the Order of Canada and an Officer of l'Ordre National du Québec.

Dr. Sylvia Cruess graduated from Vassar College with a BA in 1951 and an MD from Columbia University in 1955. She is an Endocrinologist, Professor of Medicine, and a member of the Centre for Medical Education at McGill University. She previously served as Director of the Metabolic Day Centre (1968-1978) and as Medical Director of the Royal Victoria Hospital (1978-1995) in Montreal. She was a member of the Deschamps Commission on Conduct of Research on Humans in Establishments.

Since 1995, Drs. Richard and Sylvia Cruess, have taught and carried out independent research on professionalism in medicine. They have published widely on the subject and presented throughout the world. They have received the Ian Hart Award from the Canadian Association of Medical Education, the Gold Medal of the Association for the Study of Medical Education in the United Kingdom, and the AAMC Flexner Award. In 2010 McGill University established the Richard and Sylvia Cruess Chair in Medical Education and in 2018 the McGill University Health Centre named its principal amphitheater in their honor.

# **EXPERT ADVISORY PANEL**





# **Richard M. Frankel, PhD**

Regenstrief Institute, Indiana University School of Medicine (IUSM)

Dr. Frankel is Professor of Medicine and Geriatrics at Indiana University School of Medicine where he directs the Advanced Scholars Program for Internists in Research and Education Fellowship. He is a senior scientist at the VA Center for Healthcare Information and Communication and the Regenstrief Institute and holds an appointment in the Lerner School of Medicine and the Education Institute at the Cleveland Clinic. Dr. Frankel is trained as a gualitative researcher whose interests include face-to-face communication, the role of technology and its effects on quality, safety, and outcomes of care. Dr. Frankel served as the co-director of the internal medicine residency program at Highland Hospital/University of Rochester and co-director of the Program and Fellowship in Advanced Biopsychosocial Medicine. At IUSM, he co-led a successful 5-year schoolwide initiative to change the culture of the medical school using appreciative inquiry. He was also the state-wide professionalism competency director from 2006-2016. During that time Dr. Frankel developed a 4-year curriculum in professionalism as well as directed the program for remediating students with professional lapses. Dr. Frankel completed his undergraduate studies at Colgate University and obtained a PhD in sociology at the Graduate School and University Center of the City University of New York. He completed post doctoral training at Boston University and was a Fulbright Research Fellow in Uppsala, Sweden, Dr. Frankel is also a founding Fellow of the Academy for Communication in Healthcare. To date, he has published more than 275 scientific papers and edited seven books.

#### Elizabeth Gaufberg, MD, MPH Harvard Medical School

Dr. Gaufberg is an Associate Professor of Medicine and Psychiatry at Harvard Medical School and Director of Professional and Academic Development at the Cambridge Health Alliance. She serves as a Senior Consultant to the AAMC Fundamental Role of Arts and Humanities in Medical Education initiative, and co-directs an international art museum-based health professions education fellowship at the Museum of Fine Arts in Boston. She served as the Jean and Harvey Picker Founding Director of the Arnold P. Gold Foundation Research Institute where she developed a community of practice of researchers, educators and advocates dedicated to advancing humanism in healthcare. Dr. Gaufberg's areas of professional interest include making visible hidden influences, innovative models of medical education (especially longitudinal integrated clerkships), and humanities and arts-based pedagogy.

#### EXPERT ADVISORY PANEL







#### Shiphra Ginsburg, MD, PhD, FRCPC University of Toronto (U of T)

Dr. Ginsburg is a Professor in the Department of Medicine and a Scientist at the Wilson Centre for Research in Education at the University of Toronto. She holds the Canada Research Chair in Health Professions Education. Dr. Ginsburg completed medical school at McGill University, followed by postgraduate training in Internal Medicine and Respirology and a Master's of Education at the U of T. In 2016 she completed a PhD in Health Professions Education at Maastricht University. Dr. Ginsburg serves as Deputy Editor of Medical Education and is on the editorial board of Academic Medicine. She is currently the Director of Education Research and Scholarship in the Department of Medicine. Dr. Ginsburg's program of research involves two inter-related areas. The first explores how clinical supervisors conceptualize, assess and communicate about the performance and competence of their learners, with a focus on the language used in workplace-based assessment. The second area explores the construct of professionalism in medical education from the perspective of learners, faculty and practicing physicians. Dr. Ginsburg collaborates widely with colleagues from U of T and nationally/internationally on projects related to feedback, implicit gender bias in assessment, the effect of the environment on performance assessments, how successful people handle failure, and issues central to the field of medical education research and scholarship in general, including academic publishing and dissemination.



#### Fred Hafferty, PhD Mayo Clinic Alix School of Medicine

Dr. Hafferty is Professor of Medical Education, Associate Director of the Program for Professionalism & Values, and Associate Dean for Professionalism, College of Medicine at the Mayo Clinic. He received his undergraduate degree in Social Relations from Harvard in 1969 and his PhD in Medical Sociology from Yale in 1976. He is the author of several books including Into the Valley: Death and the Socialization of Medical Students (Yale University Press); The Changing Medical Profession: An International Perspective (Oxford University Press), and Understanding Professionalism (Lange) with Wendy Levinson, Catherine Lucey, and Shiphra Ginsburg. He is past chair of the Medical Sociology Section of the American Sociological Association. He currently sits on both the ABMS standing committee on Ethics and Professionalism, ABMS Professionalism Task Force, and the ABMS Stakeholder Council, and on the editorial board of Academic Medicine. Dr. Hafferty's research focuses on the evolution of medicine's professionalism movement, mapping social networks within medical education, the application of complexity theory to medical training, issues of medical socialization, and disability studies.

# Holly J. Humphrey, MD, MACP

Josiah Macy Jr Foundation

Dr. Humphrey is the eighth President of the Josiah Macy Jr. Foundation. Prior to her appointment, she served for 15 years as the Ralph W. Gerard Professor in Medicine and Dean for Medical Education at The University of Chicago.

In 1989, Dr. Humphrey and a colleague delivered the country's first White Coat Ceremony address at The University of Chicago. The Gold Foundation later adopted and formalized this ceremony and today supports similar events across the country. During her tenure as Dean for Medical Education, she led efforts at The University of Chicago to increase diversity and belonging by developing pipeline programs and formal mentoring including co-founding the Bowman Society, which explores health equity and provides mentoring for those underrepresented in medicine. Dr. Humphrey has been selected by graduating medical students more than 25 times as a favorite faculty teacher.

She is Chair of the Kaiser Permanente Bernard J. Tyson School of Medicine. She is Chair Emeritus of ABIM and of ABIM Foundation and a past President of the Association of Program Directors in Internal Medicine.

Dr. Humphrey earned her MD from The University of Chicago. Following an internal medicine residency, pulmonary and critical care fellowship, and Chief Residency at The University of Chicago, she served a 14-year tenure as Director of the Internal Medicine Residency Program.



#### Katherine McOwen, MSEd on behalf of Alison Whelan, MD Association of American Medical Colleges (AAMC)

Ms. McOwen is the Senior Director of Educational Affairs in Medical Education at the AAMC with responsibility for building the home for medical educators. She is the leader of the Educational Affairs Unit who collectively design and implement professional development and scholarly opportunities for medical educators and run large academic calls for submissions for the AAMC Annual Meeting and several regional spring meetings.

Before working at the AAMC, Ms. McOwen directed an office of evaluation and research responsible for a bi-directional evaluation system of faculty, learners, and curricula across UME and GME at the University of Pennsylvania School of Medicine.

Ms. McOwen is representing Alison Whelan, MD, AAMC Chief Medical Education Officer, who was unable to join the Expert Advisory Panel in-person meeting.

#### Dennis H. Novack, MD Drexel University College of Medicine (DUCOM)

Dr. Novack is Professor of Medicine and Associate Dean of Medical Education at DUCOM. He is a general internist who completed a 2-year fellowship with George Engel's Medical-Psychiatric Liaison group in Rochester. He was a founding member and leader in the Academy on Communication in Healthcare (ACH) for many years since its inception in 1979. Dr. Novack was one of the founding directors of the first several ACH annual national faculty development courses in 1983 which trained thousands of faculty members who teach physician-patient communication in medical education. He founded and edited *Medical Encounter*, the ACH guarterly newsletter for twenty years. Dr. Novack is currently first editor of DocCom, an online resource on healthcare communication, a joint project of the ACH and DUCOM. He is also the first editor of a new online resource, ProfessionalFormation.org, developed with the support of the Arthur Vining Davis and Josiah Macy Foundations. ProfessionalFormation.org is dedicated to professionalism education, assessment, remediation and research. He is past Secretary of the Board of the Academy on Professionalism in Healthcare dedicated to promoting professionalism in medical education. He is a nationally recognized educator, receiving an AOA Robert J. Glaser Distinguished Teacher Award from the AAMC and a Career Achievement Award in Medical Education from the Society of General Internal Medicine.



#### Stan Hamstra, PhD Accreditation Council for Graduate Medical Education (ACGME)

Dr. Hamstra is responsible for oversight and leadership regarding research in the ACGME milestones and assessment systems that inform decisions around resident physician progression and board eligibility. Dr. Hamstra works with medical subspecialty societies, program director organizations, and specialty certification boards. His research addresses medical education broadly, including competency assessment for residency training programs, and developing administrative support for educational scholarship within academic health settings. Prior to joining the ACGME, Dr. Hamstra was at the University of Michigan, the University of Ottawa, and the University of Toronto Department of Surgery. He has also worked closely with the Royal College of Physicians and Surgeons of Canada on developing policies regarding competency-based medical education for graduate medical education.



# **EXPERT ADVISORY PANEL**



#### Debra Ness, MS National Partnership for Women & Families

Ms. Ness is President of the National Partnership for Women and Families that works to improve the lives of women and families by achieving equality for all women. Ms. Ness is uniquely positioned at the intersection of health, economic equity and reproductive rights with the understanding that together these issues are key to women's ability to thrive and participate in society. Under her stewardship, the National Partnership has transformed US workplaces through advocating for paid sick days, paid family and medical leave, and prohibiting pregnancy discrimination.

Ms. Ness serves in multiple leadership roles, including the Executive Committee of the Leadership Conference on Civil and Human Rights where she co-chairs its Health Care Task Force. She serves on the Board of Directors of the Economic Policy Institute as well as the Board of the National Committee for Quality Assurance. She is one of the first public members of the ABIM Board of Directors and was the first public member on the Board of the American College of Cardiology. She has also served on the Boards of the National Quality Forum, the Health Care Transformation Task Force, and was appointed by HHS to serve on the Guiding Committee of the Health Care Payment Learning and Action Network

Ms. Ness graduated summa cum laude from Drew University with a BA in psychology and sociology and her MS from Columbia University School of Social Work.

#### Greg Ogrinc, MD, MS

#### American Board of Medical Specialties (ABMS)

Dr. Ogrinc is the Senior Vice President, Certification Standards and Programs at ABMS. He provides strategic leadership for the ongoing evolution and implementation of ABMS board certification standards and programming. Before joining ABMS in 2020, he was the Senior Associate Dean for Medical Education at the Geisel School of Medicine at Dartmouth and Professor of Medicine and of the Dartmouth Institute. Dr. Ogrinc graduated from Case Western Reserve University School of Medicine, did his residency in internal medicine at MetroHealth Medical Center, and participated in the VA National Quality Scholars Program at White River Junction VA. Dr. Ogrinc is the lead author of the Fundamentals of Healthcare Improvement textbook and co-leader of the Standards for Quality Improvement Reporting Excellence guidelines, a set of publication guidelines for sharing quality improvement work through published literature.



#### **EXPERT ADVISORY PANEL**

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#### Monica E. Peek, MD, MPH, MSc, FACP University of Chicago Pritzker School of Medicine

Dr. Peek is Associate Professor of General Internal Medicine at The University of Chicago, where she provides clinical care, teaches and conducts health services research in health disparities. Dr. Peek is also the Associate Director of the Chicago Center for Diabetes Translation Research and leads its Health Disparities Core. She is Director of Research at the MacLean Center for Clinical Medical Ethics, Executive Medical Director of Community Health Innovation, and the Co-Director of the National Program Office for Bridging the Gap: Reducing Disparities in Diabetes Care.

Dr. Peek has authored over 85 peer-reviewed research publications, and served as the principal investigator of grants from NIH/NIDDK, the Robert Wood Johnson Foundation, and the Merck Foundation. She was named one of the "Top 40 under 40" in Chicago by *Crain's Business Magazine* and has been ranked among Chicago's Top Female Physicians. Her work has been featured in *TIME*, CNN, and *The Huffington Post*. In 2013, she received the Outstanding Junior Investigator Award by the Society of General Internal Medicine (SGIM). She has been a member of the editorial board for *Health Services Research*, and also served on the National Advisory Council for the Agency for Healthcare Research & Quality and the Council for the SGIM.

Dr. Peek received her MD and MPH from The Johns Hopkins University and her MSc from The University of Chicago.

#### Susan E. Skochelak, MD, MPH American Medical Association (AMA)

Dr. Skochelak serves as the Group Vice President for Medical Education at the AMA. She leads the AMA's Accelerating Change in Medical Education initiative promoting innovation to align physician training with the changing needs of health care. Since 2013, the AMA has awarded more than \$12.5M to 32 medical schools to transform medical education through bold, rigorously evaluated projects to create the medical school of the future.

A nationally recognized authority in medical education, Dr. Skochelak pioneered new models for community based interdisciplinary medical education and initiated new programs in rural, urban, global and public health. Dr. Skochelak previously served as Senior Associate Dean for Academic Affairs at the University of Wisconsin School of Medicine and Public Health and as director of the Wisconsin Area Health Education System. Dr. Skochelak has been the principal investigator for more than \$18M in grant awards for medical education research. She is lead author of *Health Systems Science* the first textbook on this topic written for medical and health professions students.

Dr. Skochelak is a member of the Institute of Medicine's Global Forum on Innovation in Health Professions Education, the Liaison Committee for Medical Education Council, and the Coalition for Physician Accountability. In 2015 Dr. Skochelak was elected to the National Academy of Medicine.



#### Jo Shapiro, MD, FACS Massachusetts General Hospital

Dr. Shapiro is an Associate Professor of Otolaryngology Head and Neck Surgery at Harvard Medical School (HMS) and serves on the faculty of the Harvard Leadership Development for Physicians and Scientists. She is a Senior Educator for the Center for Medical Simulation in Boston and Consultant for Massachusetts General Hospital's Anesthesia, Pain and Critical Care Department.

In 2008, she founded Brigham and Women's Hospital Center for Professionalism and Peer Support. She served as its director for over 10 years when it became an international model for institutions seeking to enhance trust and improve clinician wellbeing. She continues to assist in developing initiatives in such areas as peer support, professionalism and wellbeing.

Dr. Shapiro served as Chair of the ABMS Ethics and Professionalism Committee. She has served multiple leadership roles in education, including Senior Associate Director of GME for Partners HealthCare, founding scholar of the Academy at HMS, and president of the Society of University Otolaryngologists. Dr. Shapiro was one of BWH's first women division chiefs.

In 2019, Dr. Shapiro received the Shirley Driscoll Dean's Award for the Enhancement of Women's Careers from Harvard University. She was also a Schwartz Center Compassionate Caregiver Award finalist.

Dr. Shapiro received her MD from George Washington University Medical School and her general surgery training at UC San Diego and UCLA. She completed her otolaryngology residency at Harvard, followed by a NIH Training Grant Fellowship.

#### Lois Snyder Sulmasy, JD American College of Physicians (ACP)

Ms. Snyder Sulmasy is founding and current Director of the Center for Ethics and Professionalism at the ACP, the national professional society of doctors of internal medicine and the subspecialties of internal medicine with over 150,000 members. She served as legal counsel at the ACP for many years and also Adjunct Assistant Professor of Bioethics at the University of Pennsylvania and Fellow at the Penn Center for Bioethics. Before joining ACP, Ms. Snyder Sulmasy was a health care consultant to hospitals on risk management and bioethics issues. She received her BA in Health Planning and Policy from the University of Pennsylvania and her law degree from the evening division of the Temple University School of Law. Her journal articles on medical ethics, health care policy and medical-legal issues have appeared in the Annals of Internal Medicine, JAMA, New England Journal of Medicine and other journals. She has edited a number of books, including Complementary and Alternative Medicine: Ethics, the Patient, and the Physician (Humana), The Physician's *Guide to End-of-Life Care* (ACP Press) and *Ethical* Choices: Case Studies for Medical Practice (ACP Press).





#### **Daniel B. Wolfson, MHSA** American Board of Internal Medicine Foundation (ABIM Foundation)

Mr. Wolfson is the Executive Vice President and COO of the ABIM Foundation. Mr. Wolfson has been instrumental in leading the Choosing Wisely® campaign, a multi-year effort engaging more than 80 specialty societies to promote conversations between clinicians and patients about utilizing the most appropriate tests and treatments and avoiding care that may be unnecessary and could cause harm.

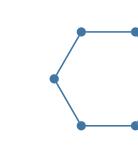
As President and CEO at the Alliance of Community Health Plans he led the creation of the Health Plan Employer Data and Information Set. Prior to that, he was the Director of Planning and Research at the Fallon Community Health Plan. During that time, he led the product development team that launched the first Medicare risk contract.

Mr. Wolfson received his Master's degree in health services administration from the University of Michigan, School of Public Health.

#### John Yoon, MD

The University of Chicago Hyde Park Institute

Dr. Yoon is a Senior Faculty Advisor for the Hyde Park Institute and Associate Program Director for the Internal Medicine Residency Program at Mercy Hospital and Medical Center (Trinity Health). He is an academic hospitalist, clinical ethicist, and medical educator with research interests in the field of virtue ethics, character development and professional identity formation in medical education. He maintains a faculty affiliation with The University of Chicago's Program on Medicine and Religion, MacLean Center of Clinical Medical Ethics, and the Bucksbaum Institute for Clinical Excellence. He was co-investigator on the Project on the Good Physician, a national longitudinal study of medical students funded by the John Templeton Foundation.





#### Matt Wynia, MD, MPH, FACP University of Colorado Anschutz Medical Campus

Dr. Wynia is board certified in Internal Medicine and Infectious Diseases with additional training in public health and health services research. Following his medical training in Oregon and Boston, he led the Institute for Ethics at the AMA in Chicago for 15 years, working on issues related to professionalism and the social roles of physicians. In 2015, he became Director of the University of Colorado's Center for Bioethics and Humanities (CBH). CBH educates health professional students; facilitates clinical ethics case consultation for hospitals on Anschutz Medical Campus; and conducts research on complex ethical challenges facing medicine and society, among other efforts.

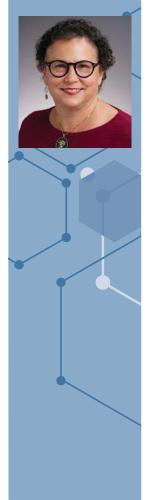
Dr. Wynia has led national projects on issues such as public health and disaster ethics; ethics and quality improvement; communication, team-based care and engaging patients; and medicine and the Holocaust. He has served on numerous committees and panels for the National Academy of Medicine, the Joint Commission and others, including the Blue Ribbon panel that examined changes to American Psychological Association ethics policies and structures. He also led the project on the history of African American physicians that led to AMA's 2008 landmark public apology for racial discrimination.

Dr. Wynia has authored over 150 published articles, co-edited several books, and co-authored a book on fairness in healthcare benefit design. He is pastpresident of the American Society for Bioethics and Humanities, past-chair of the APHA Ethics Forum and past-chair of the SGIM Ethics Committee.

#### **KERN NATIONAL NETWORK**

#### **Christine K. Cassel, MD** University of California San Francisco School of Medicine (UCSF) KNN Consultant

Dr. Cassel is Senior Advisor for Strategy and Policy in the UCSF Department of Medicine. She is working on bioethics related to science and technology frontiers in health care. Dr. Cassel was Planning Dean for the Kaiser Permanente School of Medicine. She has served as the President and CEO of the National Quality Forum as well as the ABIM and the ABIM Foundation. Dr. Cassel was one of 20 scientists in the Obama administration President's Council of Advisors on Science and Technology (PCAST). She co-chaired PCAST reports on health information technology, scientific innovation in drug development and evaluation, systems engineering in healthcare, technology to foster independence and quality of life in an aging population, and safe drinking water systems. She trained at Children's Hospital and UCSF, where she also was the first graduate of the bioethics fellowship program. She was Dean of the OHSU SOM, chair of Geriatrics at Mount Sinai, and Chief of General Internal Medicine at The University of Chicago. A member of the National Academy of Medicine since 1992, she was the first woman President of the American College of Physicians. She has authored over 200 articles and authored or edited 11 books, including a leading textbook in geriatric medicine.



#### Adina Kalet, MD, MPH Medical College of Wisconsin Kern Institute KNN Board Member

Dr. Kalet is the Stephen and Shelagh Roell Endowed Chair and Director of the Robert D. and Patricia E. Kern Institute for the Transformation of Medical Education at the Medical College of Wisconsin (MCW). Prior to moving to MCW, she was Professor of Medicine and Surgery (tenured) at New York University Medical School. Dr. Kalet has devoted her career to ensuring that public investment in health professionals training leads to improved health outcomes. Dr. Kalet served as PI on several grants, including support for a 7-institution randomized controlled trial of WISE-MD. She was Founding Director of the Research on Medical Education Outcomes (ROMEO) a group of cross-disciplinary researchers conducting education and health services research linking medical education to long-term outcomes in learners and patients. With colleagues, she led the Program on Medical Education Innovations and Research and directed the NYU CTSI Translational Research Education and Careers Mentor Development Program. Among her many publications, she co-edited a book entitled Remediation in Medical Education: A Midcourse Correction. Her current research includes developing a theory informed, evidence-based measure of medical professional identity formation and a complex, integrated 4-hour simulation called "Night on Call" that both assesses and addresses the readiness for internship of near medical school graduates.





University of Texas at Austin KNN Founding Board Member

Dr. Cox is the Executive Vice Dean for Academics and the Chair of Medical Education at Dell Medical School. Before becoming Executive Vice Dean, she was the Planning Dean of the Dell Medical School and helped lay the foundation for the incoming Inaugural Dean. Dr Cox was with UT Southwestern Medical School for 23 vears where she served as the Associate Dean of Medical Education and the ACGME Designated Institutional Official. Her duties included administrative responsibility for the University's CME and Public Education programs, Course Director of UT Southwestern Academic Colleges, and oversight of the UT Southwestern/Seton Austin Medical Education Programs. Dr. Cox received the APGO Lifetime Achievement Award. She participates in its UME Committee (2001-2006 and 2019-present). She is a past President of APGO, a past member of the Council of Resident Education in Obstetrics and Gynecology, and Past President of the Alliance for Clinical Educators. In 2006, she was elected to the UT System Academy of Health Science Education. She received the UT System Board of Regents' Outstanding Teaching Award and the AOA Robert J. Glaser Distinguished Teacher Award from the AAMC.

#### Andrea Leep Hunderfund, MD, MHPE Mayo Alix Clinic School of Medicine KNN Member

Dr. Leep Hunderfund is a consultant in the Education Division of the Department of Neurology at Mayo Clinic, Rochester. She is the Mayo Clinic Co-Director for the Kern National Network for Caring and Character in Medicine, Director of Learning Environment and Educational Culture for Mayo Clinic Alix School of Medicine, Associate Director of the Mayo Clinic Program in Professionalism and Values, and Quality Chair for the Mayo Clinic Rochester Department of Neurology. Her scholarly interests include professionalism, professional identity formation, learning environments, and performance assessment.

**Catherine Lucey, MD** University of California San Francisco School of Medicine (UCSF)

KNN Founding Board Member

Dr. Lucey is Vice Dean for Education and Executive Vice Dean for the School of Medicine at UCSF. She directs the undergraduate, graduate and continuing medical education programs of the School of Medicine and the Office of Medical Education. Dr. Lucey is on the executive management team for the School of Medicine's Differences Matters Initiative and oversees other strategic initiatives for the medical school. Dr. Lucey's national portfolio has included membership on the National Academy of Medicine, the AAMC Board of Directors and ABMS. Additionally, she served as Chair of ABIM. In these roles, she has worked to influence the direction of academic medicine and the continuum of medical education in ways aligned with UCSF's approach to education, culture and community. Dr. Lucey joined UCSF from Ohio State University, where she was Vice Dean for Education for the College of Medicine and Associate Vice President for Health Sciences Education for the Office of Health Sciences. She completed her residency in internal medicine at UCSF, including service as Chief Resident at the UCSF-affiliated San Francisco General Hospital. She earned her medical degree from Northwestern University School of Medicine.



Dr. Maurana is Founding Director and Board Member of the KNN, a collaboration of seven medical schools dedicated to advancing caring and character in medicine. She also serves as the Medical College of Wisconsin's (MCW) Senior Vice President for Strategic Academic Partnerships. In that role, Dr. Maurana is responsible for expanding MCW's inter-institutional academic efforts. She provided leadership for the development of MCW's regional medical education campuses in Green Bay and Central Wisconsin and creation of the School of Pharmacy.

Dr. Maurana served as Founding Director and Stephen and Shelagh Roell Chair of MCW's Kern Institute for the Transformation of Medical Education; through her leadership, the Institute launched several major initiatives. The Institute and KNN were established through a generous gift from the Kern family and Kern Family Foundation.

As Professor of Population Health, Dr. Maurana received over 40 grants in community health and health services research. She served as Senior Associate Dean and Founding Director of the \$460M Advancing a Healthier Wisconsin (AHW) Endowment for its first 20 years. Created from a Blue Cross conversion, since 2004, AHW has invested approximately \$253M to improve health through high-impact investing, connecting and influencing.

Dr. Maurana is known for building sustained communityacademic partnerships and for her commitment to collaboration, mentorship and women's leadership.

# **KERN NATIONAL NETWORK**







#### Steve Ludwin, MD

University of California San Francisco School of Medicine (UCSF) KNN Member

Dr. Ludwin is Associate Clinical Professor of Medicine, he directs the Hospital Medicine Elective and is Co-Director for Faculty Development. His interests include mentorship, medical education, and professional development. His additional academic interests include digital health and patient experience, with a focus on the connection between digital health and patient experience and how to create digital health experiences that are responsive to patient needs. At UCSF, he attends on the medicine teaching service, the medical consult service, and the hospitalist service.

#### Bonnie Miller, MD, MMHC

Vanderbilt University School of Medicine (VUSM) KNN Founding Board Member

Dr. Miller serves as Vice President for Educational Affairs and Professor of Medical Education and Administration at Vanderbilt University Medical Center. In this role, she promotes innovative approaches to continuing professional development and is an advisor for medical education across the continuum.

Dr. Miller formerly served as Senior Associate Dean for Health Sciences Education at VUSM and Executive Vice-President for Educational Affairs at Vanderbilt University Medical Center (VUMC). In these roles, she oversaw all programs related to physician education, from the medical school admissions process to continuing professional development. In addition, she oversaw administration of the ten other degrees offered by VUSM, as well as the certificate programs offered by VUMC's Center for Programs in Allied Health.

With academic interests in the moral and professional development of physicians, curriculum change, and continuous learning in medicine, Dr. Miller is recognized as a senior leader in medical education. She guided VUSM through several cycles of curriculum innovation, and now consults and collaborates with other schools that seek to transform medical education.

She received her MD degree at the University of Oklahoma and completed her post-graduate training in general surgery at Vanderbilt University Affiliated Hospitals, followed by a fellowship in hepato-biliary disease at the Virginia Mason Clinic in Seattle.

### **KERN NATIONAL NETWORK**





Dr. O'Brien has been a faculty member in the UCSF Department of Medicine, Division of General Internal Medicine, since 2008. As an Associate Professor affiliated with the Office of Medical Education, Research and Development in Medical Education unit, she teaches and mentors faculty and learners in several programs, including the UCSF-University of Utrecht doctoral program in Health Professions Education, the Health Professions Education Pathway and the Teaching Scholars Program. At the San Francisco VA, she directs scholarship and evaluation for the Center of Excellence in Primary Care Education and a Fellowship in Health Professions Education Evaluation and Research. In 2015 she was selected as one of five national Macy Faculty Scholars, supported by the Josiah Macy Jr. Foundation.

As a co-author of *Educating Physicians: A Call for* Reform of Medical School and Residency, she brought workplace learning to the forefront of educational innovation and reform. Her current research focuses on workplace learning in the context of longitudinal relationships, interprofessional team-based care, and systems improvement. Dr. O'Brien received her Master's degree in Organizational Behavior from the Haas School of Business at UC Berkeley and her PhD in Education from the Graduate School of Education at UC Berkeley.

#### Roshini Pinto-Powell, MD *Geisel School of Medicine at Dartmouth* KNN Member

Dr. Pinto-Powell is Associate Professor of Medicine and Medical Education and Associate Dean of Students and Admissions at the Geisel School of Medicine at Dartmouth. She is an internist and infectious disease specialist who currently practices primary care medicine and geriatrics. She is the co-director of the On Doctoring course at Geisel. Dr. Pinto-Powell has been involved in course creation, teaching and faculty development at the UME and GME level for the past 3 decades with a focus on critical thinking, communication skills, professionalism and high value care.



# Elizabeth Petty, MD

#### University of Wisconsin School of Medicine and Public Health (UWSMPH) KNN Founding Board Member

Dr. Petty is Senior Associate Dean for Academic Affairs and Professor of Pediatrics at UWSMPH. Dr. Petty is board certified in clinical genetics and molecular diagnostics. At UWSMPH Dr. Petty oversees several health professional educational degree programs and guides the academic missions of GME and CME as well as global health and diversity programs. She has enjoyed overseeing the growth of UWSMPH's innovative integrated curriculum, enhancing student services, promoting equity and inclusion, teaching health professional students, and serving as the medical director of the Masters in Genetic Counselor Training Program. She leads the UW interprofessional planning and implementation process to enhance professional climate and build an inclusive community. Dr. Petty also leads accreditation for UWSMPH health professional programs. She enjoys developing programs that better integrate aspects of biomedical sciences, social sciences, clinical training, and public health within the curriculum and in communities for health care professionals and continues to participate in research relevant to education, clinical care, and sociopolitical issues. Prior to 2011, Dr. Petty served in several leadership roles at the University of Michigan Medical School. She received her MD in Pediatrics at UWSMPH and completed postdoctoral fellowship training in genetics at Yale University.

Josette Rivera, MD University of California San Francisco School of Medicine (UCSF) KNN Member

Dr. Rivera is Professor of Medicine and a clinician educator in the UCSF Division of Geriatrics. She received her MD from the University of Rochester and completed residency training in Primary Care Internal Medicine at Johns Hopkins Bayview, followed by a clinical and research fellowship in the Division of Geriatric Medicine and Gerontology at Johns Hopkins. Dr. Rivera became a staff physician at On Lok Lifeways, a Program of All-Inclusive Care for the Elderly. Dr. Rivera joined UCSF in 2008. She provides primary and palliative care to homebound older adults through the UCSF Housecalls Program. Dr. Rivera teaches medical students, residents, and fellows how to do home visits and geriatric care. Dr. Rivera's educational and research endeavors focus on interprofessional education. She co-leads collaborations with the UCSF Program in Interprofessional Practice & Education, and is developing interprofessional curricula, assessment tools, and faculty development opportunities. As a recipient of a Geriatric Academic Career Award, co-PI of the Reynolds Foundation Next Steps Grant, and Deputy Director of the Northern California Geriatric Education Center, Dr. Rivera developed programs to train health professions faculty, students, and practitioners to provide optimal care for older adults. She is founding chair of the American Geriatrics Society Interprofessional Education and Practice Special Interest Group.



# Sandrijn van Schaik, MD, PhD

University of California San Francisco School of Medicine (UCSF) KNN Member

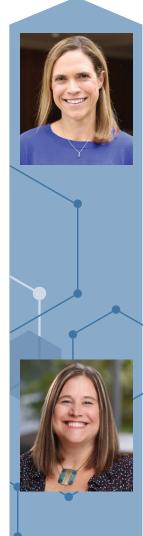
Dr. van Schaik is Professor of Pediatrics with a clinical appointment in the Division of Pediatric Critical Care Medicine at UCSF. She is the inaugural Baum Family Presidential Chair for Experiential Learning and serves as the Education Director of UCSF's Simulation Center. She is also the Director of Faculty Development for the Learning and Caring Environment in the Center for Faculty Educators at UCSF, Vice-Chair for Education in the Department of Pediatrics and the Fellowship Director for pediatric critical care medicine. Dr. van Schaik earned her medical degree at the University of Amsterdam, the Netherlands. She earned a PhD studying the pathogenesis of Respiratory Syncytial Virus infection at Children's Hospital of Buffalo New York and the University of Utrecht, The Netherlands. She completed pediatric residency at the Floating Hospital, Tufts University, Boston followed by Pediatric Critical Care Fellowship training at UCSF. Since her fellowship, she has devoted her career to education. She completed the Teaching Scholar Program followed by a 2-year Medical Education Research Fellowship at UCSF, and subsequently was selected for the Josiah Macy Jr Foundation Faculty Scholar program. She is a founding director of a new annual course for medical educators that launched in 2018, attracting over 130 educators from across the US and from different backgrounds. Her research in the domains of interprofessional collaboration and communication, simulation, and faculty development has been published in premier educational research journals.

#### Jean Moreland KNN Program Staff

Ms. Moreland is a Program Director with the KNN at the Medical College of Wisconsin (MCW). Since 2006, she has served in a variety of senior staff leadership roles at the MCW. Program development opportunities have included the Advancing a Healthier Wisconsin, a beneficiary of Wisconsin's BlueCross/BlueShield conversion, the establishment of two regional medical school campuses in Wisconsin, the development of MCW's School of Pharmacy and the launch of the Kern Institute and KNN. Prior to joining MCW, Ms. Moreland served as a senior staff within the largest private, nonsectarian social service agency in Wisconsin and largest private healthcare employer in Wisconsin. She also served a successful campaign manager for the United Way of Greater Milwaukee.



## **KERN NATIONAL NETWORK**



#### Lindsey Cannon, MPH University of California San Francisco

School of Medicine (UCSF) KNN Program Staff

Ms. Cannon has served in a senior program management role at UCSF for over twelve years. With a background in medical sciences and international development and a Master's degree in global health, Ms. Cannon has managed large-scale projects in international health professions education, multi-institutional breast cancer care and research, and most recently, medical education curriculum development and curricular governance. She has served in management roles in both the academic and nonprofit sectors. In her current role she serves as UCSF's Program Manager for the KNN as well as the UCSF Project Manager for the KNN Professionalism in Medicine initiative.

### Suzette Svoboda-Newman, MS KNN Program Staff

Ms. Svoboda-Newman received her BS from Stanford University with departmental honors in chemistry in 1992. She received her MS from the University of Michigan with honors in biochemistry in 1995. Suzette has worked at MCW for 20 years. With a background in biomedical research and program development and implementation, she has served in a variety of roles including Research Scientist in the Department of Physiology, Director of the MCW Center for Science Education, Program Manager of the Advancing a Healthier Wisconsin Research and Education Program, and currently serves as a Program Director in the KNN. Ms. Svoboda-Newman enjoys working in the biomedical sciences and medical education environments and thrives on problem solving and working with others.



#### Alicia Witten KNN Program Staff

Since 2004, Ms. Witten has served in a variety of senior staff leadership roles at MCW. She has contributed to the Advancing a Healthier Wisconsin among several additional programs and initiatives at MCW. In 2017, Ms. Witten joined the team responsible for the launch of the Kern Institute.She now serves on the program team for the KNN. Prior to ioining MCW, Ms. Witten served as senior staff for the Donors Forum of Wisconsin, a statewide association representing philanthropy in Wisconsin.

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