

ALAAR Meeting Summary

July 15, 2025

Quick recap

The Alliance of Leaders in Academic Affairs in Radiology special interest group discussed strategies to enhance their meetings, improve resource sharing, and support faculty development in academic radiology. They explored ways to organize grand rounds, leverage educational content, and address challenges related to Diversity, Equity, and Inclusion initiatives. The group also considered methods to expand their membership, gather information on members' interests, and create a centralized resource center for new faculty development leaders.

Next steps

- Maria to send out a survey to the ALAAR listserv members to gather information on their roles, interests, and needs.
- Sarah and Maria to follow up with Cecilia Mercado about recording and sharing sessions through ALAAR.
- Maria will add meeting minutes to the ALAAR website.
- Nolan to give a 15-minute talk on behavioral interviewing for the group.
- Sarah and Maria to discuss which resources should be publicly available on the ALAAR website versus password-protected.
- ALAAR team to consider recording and sharing grand rounds talks on the ALAAR website.
- Sarah to include the ALAAR website link in all future communications to the group.
- ALAAR team to invite external speakers for faculty development topics.
- Sarah to follow up with chairs to have their vice chairs of academic affairs join the ALAAR special interest group.
- ALAAR team to consider organizing webinars or virtual presentations for broader access to faculty development topics.

Summary

ALAAR Survey and Membership Strategy

Maria presented a draft survey to gather information about the ALAAR special interest group. The survey aims to collect data on members' roles, institutions, interests, success metrics, challenges, and resource needs. Maria suggests reaching out to department chairs to increase membership by having them forward information to relevant faculty. The group discusses the survey content, including questions about innovative tools and strategies for faculty development, and potential new initiatives members would like to implement.

Enhancing Meetings Through Structured Presentations

The group discussed plans to enhance their meetings by introducing structured presentations and surveys. Maria proposes having members give 15-20 minute presentations on topics of interest, which could be added to CVs. Sarah explains they will send out a survey to gather information on members' interests and solicit speakers. Gelareh suggests clarifying the survey's target audience and making the presentation topics more specific. The group agrees to focus on collaboration, sharing resources, and avoiding duplication of efforts across institutions. They consider alternating between having dedicated speakers and open discussions on predetermined topics.

AIAAR Resource Accessibility Discussion

The group discusses the availability and organization of resources on the AIAAR website. Maria confirms that Mariana's mentorship program PDF is already uploaded in the resource area, which is accessible without login. Sarah raises concerns about which resources should be publicly available and which should be restricted, suggesting that reminders about the website's location be included in all communications. Mariana expresses her desire for the group to become a centralized resource center for new faculty development leaders, sharing her mentorship manual as an example. The group agrees to work on making resources more accessible and to consider contributions from other institutions with existing mentorship programs.

Enhancing Faculty Engagement in Radiology

The group discusses various aspects of faculty engagement and development in academic radiology. Ted suggests including onboarding in the survey, which leads to a conversation about recruitment, retention, and best practices. Sarah emphasizes the importance of retention rates as a marker of faculty satisfaction. Theodore shares UCLA's new onboarding program, which includes a mandatory retreat day for new faculty to learn about different aspects of being successful in the department. Jennifer, a new vice chair of faculty development from Loyola, expresses appreciation for the information shared.

Enhancing Faculty Development Through Grand Rounds

The group discussed various approaches to organizing and leveraging grand rounds for faculty development. Mitva handles grand rounds and arranges one-on-one meetings between speakers and faculty. Maria suggests expanding grand rounds to include additional presentations and workshops on faculty development topics, as well as scheduling one-on-one sessions with visiting speakers. Gelareh manages faculty development-oriented grand rounds, often inviting external speakers virtually. Mariana shares her initiative of incorporating short leadership topics into monthly faculty meetings and resident education. The participants emphasize the importance of utilizing internal talent and maximizing the value of visiting speakers for faculty development purposes.

Enhancing Grand Rounds Sharing Strategies

The group discussed strategies for improving grand rounds and sharing educational content more broadly. Sarah suggests creating a system to share Zoom links or sign-ups for hybrid talks across institutions. Nolan proposes giving a mini-lecture on behavioral interviewing techniques, which he believes are underutilized in the medical field. Several participants express interest in Nolan's previous presentation on this topic at an AAR meeting.

Expanding Educational Resource Access

The group discussed ideas for expanding educational resources within their organization. Ellen suggests recording and sharing grand rounds presentations on their website, which Sarah enthusiastically supports. They consider inviting external speakers and making their talks available to a wider audience. The team also discusses the need for obtaining permissions and potentially password-protecting the content. Sarah proposes following up with Cecilia Mercado about recording sessions through ALAR, and the group agrees to have further conversations about content sharing and access.

DEI Challenges in Academic Institutions

The group discusses challenges related to Diversity, Equity, and Inclusion (DEI) initiatives in academic institutions. Theodore mentions that UCLA has been targeted, affecting research funding and promotions. Nolan shares that Mount Sinai has removed DEI requirements from CV templates and taken down certain web pages. Mitva reports that Ohio passed a state bill forcing the removal of DEI positions and content from promotion documents. Sarah expresses concern about how faculty members specializing in DEI work will be evaluated for promotion. The group agrees on the importance of continuing DEI efforts while adapting to new constraints and supporting colleagues in this field.