

SDAMPP Strategic Planning Meeting

Nov 14, 2023 noon-2:30 PM ET

Invitees: Board members, chairs and vice chairs of all committees

Attendees: James Robar, Wayne Newhauser, Ramesh Boggula, Kristi Hendrickson, Anna Rodrigues, David Pearson, Richard Castillo, Anthony Doemer, Courtney Buckley, Janet Fang, Leah Schubert, Dandan Zheng, Yulia Lyatskaya, Manuel Arreola, Lydia Wilson, Sam Armato, Irina Vergalasova

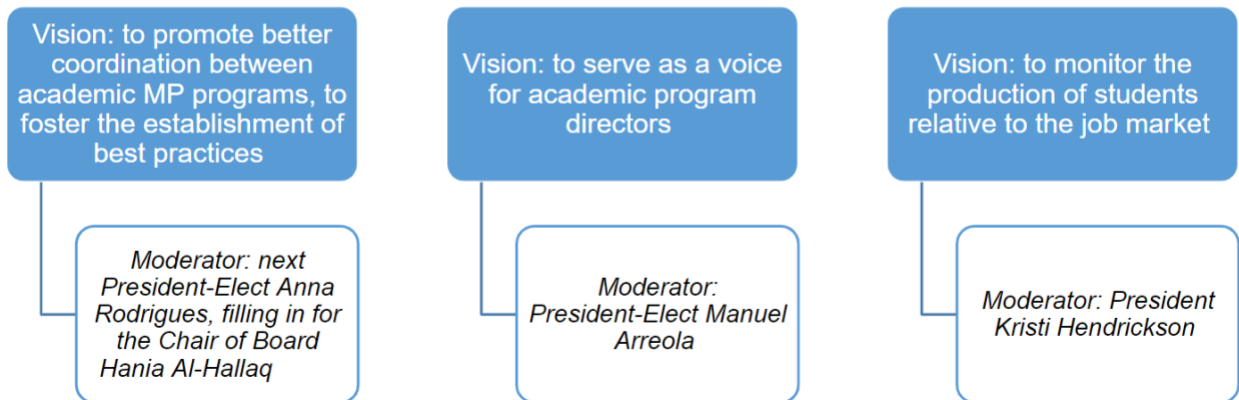
President Kristi Hendrickson welcomed everyone to the strategic planning meeting and thanked everyone for giving their time towards planning the priorities for SDAMPP 2024. Kristi presented a few slides to set the context for strategic planning and set the goal of determining 2-3 priorities for next year.

Next every committee presented for 3-5 min on the activities over the past year and plans for future efforts in the Round Table Discussion on Accomplishments Towards our Vision and Direction.

- Ad Hoc Committee on Surveys: feedback on CAMPEP annual surveys, plans to provide resources on quality surveys, attempt to coordinate survey efforts to program directors
- Annual Meeting Committee: Very successful 2023 meeting in Houston; sold out 85-90 attendees. The theme was women in education leadership. Huge thanks to Brenda Tieden for her coordinating work. Next year should also be a great meeting to be planned by incoming President Elect Anna Rodrigues.
- Awards and Honors Committee: Presented 2 awards in 2023. Planning to expand the committee membership beyond EXCOM. Look forward to soliciting nominations next year.
- Communications Committee: Website updates and improvements continue. MPLA case studies are being added, including draft version for test drive. Periodic email blasts to the membership also convey timely information, which may be expanded to a newsletter format. Also interested in exploring social media with more committee recruits. Recruiting for additional members for this committee!
- Education Practices Committee: EPC has expanded/organized into 3 subcommittees and have accomplished a lot, including coffee breaks, publications and grants for their education and research work. Open to additional members who want to get involved in this active committee.
- EXCOM meets every month to discuss action items. They are a wonderful group to work with.
- Finance Committee: Current surplus of ~\$3900 in 2023. In a good position to fund some SDAMPP activities like pilot research grants.
- Membership: Changes to membership criteria and limits approved by current membership has improved the system. The dues collection cycle has been modified. Next the committee wants to work with CAMPEP to identify new programs during the application process to recruit and help.
- Nomination: There was more effort needed this year to fill the additional board seats, as the expanded board was approved by membership vote. The work is seasonal and will come around again next year.

- Outreach Committee: Organized and presented several coffee breaks and webinars this year. The coffee breaks are very popular. Future work will explore who is attending (same people every time? Or more diverse group?) and how to find out what topics other SDAMPP members would like to explore.
- Professional Issues Committee:

Parallel Breakout Sessions



3 parallel breakout sessions were moderated by presidential leadership. Everyone chose a room. Topics are above.

Vision: to promote better coordination between academic MP programs, to foster the establishment of best practices

Moderator: next President-Elect Anna Rodrigues filling in for the Chair of Board Hania Al-Hallaq

1. Considering the charges of each committee and vision of SDAMPP, what areas of success should we build on, what initiatives are no longer needed, and what new directions should we consider? Please be specific to the work of committees.
 - .Coffee breaks have been very successful for avenue dialogue; low bar; easy to do; what to do of output of coffee breaks?
 - .Annual meeting is really great and meet with PDs has been wonderful
 - .Forming subcommittees, how to expand own committee; with specific issues;
 - .When is goal accomplished? How do we get it lined up?
 - .Infrastructure of SDAMPP successful for nimble
 - .Communications from SDAMPP to membership? Systems overview, what is most effective, periodic.**
2. What initiatives are no longer needed?
 - Webinars effectiveness? Coffee breaks are easier to organize. Organize in advance? Send a series of invites? Twitter?**
 - Webinar is a different tool “train the trainer” with a training aspect

- CE credits?
 - Incentivizing individuals to give webinars?
- .(see 1.c.i.) Liaison ships between SDAMMP
3. **What new directions should we consider? Please be specific to the work of committees.**
 .So many different organization that tells us what to do “CAMPEP, ABR, AAPM, SDAMPP, NRC etc” - ABR potentially better dialogue? How can we be synergistic - how does the information get boiled down and disseminated to membership?
 - Joint statements? E.g. Virtual Interviewing Statement by AAMC is it at SDMAPP?
 - How do you come up with a consensus statement from SDAMPP membership?
 2. **How can we encourage SDAMPP members to be more active?**
 - What are the barriers to participating on committees, in leadership, coffee breaks and webinars, annual meeting, and other activities of SDAMPP?
 1. Webinar: Incentivizing speakers, giving tools/skills or CE to attendees
 1. Being a PD does not help promotion - what can we do? Providing opportunity for SDAMPP members to speak, publish, seed grant initiative; **The Education-Scholarship Promotion Pathway Paradigm; Professional developement of members** Lydia **“membership what’s in it for me”** - what are the benefits for graduate program directors?
 1. How many are actually active from **205 members, 122 programs**? Do the same 40 people attend coffee breaks and webinars, annual meetings?
 1. Barriers to committee membership? Direct communications?
 1. Medical Physics Program Coordinators? 20 members?
 1. Connect AAPM website, dues collection etc?
 4. **What do you think SDAMPP overall (beyond specific committee work) should be doing that we are not doing?**
0. **What do you think SDAMPP is doing that they should NOT be doing?**

Vision: to serve as a voice for academic program directors

Moderator: President-Elect Manuel Arreola

1. What value does SDAMPP bring to medical physics?
2. What “voice” do program directors need? Where should we have influence? Do we have appropriate influence?
3. What are the major challenges that program directors face? How can SDAMPP help?

Manuel and Richard

We are the voice of PDs with partner societies and in the med phys community. We cannot wait to be invited, we have to ask to be invited. Example is the AAPM EXCOM meeting with SDAMPP EXCOM. Maybe focus on CAMPEP as the one organization giving us the biggest headaches. We want communication and dialogue with CAMPEP more frequently. The breakfast alone doesn’t cut it. We want to be seen as partners and not just stakeholders.

Can we focus on young educators, junior faculty, new younger PDs or before they become PDs to involved them in education and SDAMPP?

Is there a place for us to hear the concerns of students within SDAMPP and for those students to learn that SDAMPP is filled with a couple hundred passionate educators. Social media is the primary way to communicate with the younger members.

Vision: to monitor production of students relative to job market

Moderator: President Kristi Hendrickson

1. What do you think is the future of the workforce?
 - . Are we on track to meet the hiring needs in medical physics?
 - . Do we need to expand academic programs? If so, how and what are the obstacles?
- a. Are we currently training the complete skillset needed to be a future medical physicist?
2. What is SDAMPP's role regarding the workforce climate for Medical Physics training (graduate schools and residency positions)?

Wayne, Janet, Tony, Kristi

We reviewed unreleased data from the 2023 EDI climate survey of students and trainees in med phys to get a glimpse of the training conditions. 1 in 5 trainees report having a disability (visible or invisible), and yet most program directors don't know how to approach or handle this, how to make our training spaces more accessible. Much has changed since the last 2010 AAPM workforce survey: quiet quitting, resignations, have to change jobs to get a raise. Medical Physics is a small community where we know each other. What does it take to retain/hire? What do we need to know to meet the new demands of this new workforce? What kind of working conditions are now expected?

There are different sources of passion for why we do med phys.

Are we on track? No

Expansion needed? Yes

Obstacles? Money, residency slots

Are we currently training well? Some are (CAMPEP is not doing it's job well in terms of holding high standards across all accredited programs)

Who should set how many MP training slots are needed?

SDAMPP might be able to push for a workforce study; could we track in an on going as opposed to one-off method?

SDAMPP is good at vision, assembling, motivating, leading multidisciplinary teams; we do not have much money; who are the stakeholders to understand workforce needs and training slots? Perhaps SDAMPP can get the stakeholders together, employ a Delphi method to address

Discussion of the report outs by each group led to 3 strategic priorities for 2024:

1. To work with CAMPEP to address multiple PD's concerns (uneven program quality, minimal communication and dialogue, etc.)
2. To address unknown workforce needs and alignment with training slots available (ongoing workforce assessment, who decides how many training slots, funding for adding training slots)

3. To uplift the education leadership role (articulate educator track definitions and qualities, provide venues for SDAMPP involvement to “count” for promotion)