SASGOG at Age 6: Maturing and Mobilizing

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SASGOG President
April 29, 2018
SASGOG at Age 6
Maturing & Mobilizing
Maturing and Mobilizing

**Maturing**: becoming fully developed

- from Latin: *maturus* = “timely” or “ripe”

**Mobilizing**: assembling or making ready for action

- from Latin: *movere* = “to move”
SASOG
The Society for Academic Specialists in
General Obstetrics and Gynecology

... seeks to enhance women’s health by supporting academic generalist OB/GYN physicians in all phases of their careers, to facilitate innovative treatments, enhance the delivery of clinical care, support education and scholarship, and foster excellence in research
Academic OB/GYN Specialists: 
*Inspired & Empowered*

- Professional Development
- Influencing the Specialty
- Career Development
- Structure and Finance
Professional Development

Influencing the Specialty

Academic OB/GYN Specialists: Inspired & Empowered

Career Development

Structure and Finance
Professional Development

• Scholarship and Research
  – Writing Opportunities
  – Research Training
  – Dissemination
• Division Profiles and Metrics
• Member Networking
SASGOG Writing Projects

The Well-Woman Visit
Edited by David Chelmow, Anita Blanchard and Lee Learman

Office Practice: A Case-Based Approach
The Editors
Dave Chelmow, Amy Young, Hope Ricciotti, Nicole Karjane
<table>
<thead>
<tr>
<th>Specialty</th>
<th>N</th>
<th>%</th>
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<tbody>
<tr>
<td>Maternal-Fetal Medicine</td>
<td>113</td>
<td>29</td>
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<tr>
<td>Reproductive Endocrinology &amp; Infertility</td>
<td>92</td>
<td>24</td>
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<tr>
<td>Academic Specialists</td>
<td>69</td>
<td>18</td>
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<tr>
<td>Gynecologic Oncology</td>
<td>60</td>
<td>15</td>
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<tr>
<td>Female Pelvic Medicine &amp; Reproductive Surgery</td>
<td>25</td>
<td>6</td>
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<tr>
<td>Family Planning</td>
<td>18</td>
<td>5</td>
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</tbody>
</table>

Presidential Task Force on Division Profiles and Best Practices: 2017-19

- James Scott, Chair (U Utah)
- Dave Chelmow (VCU)
- John DeLancey (U Michigan)
- Yvette LaCoursiere (UCSD)
- George Sawaya (UCSF)
- Amy Young (UT Austin)
- Lee Learman (FAU) Ex Officio
Professional Development

Influencing the Specialty

Academic OB/GYN Specialists: Inspired & Empowered

Career Development

Structure and Finance
PARTNERSHIPS
Organizational Partnerships

Well-Woman Task Force
Components of the Well-Woman Visit

COUNCIL ON PATIENT SAFETY IN WOMEN’S HEALTH CARE
safe health care for every woman

CUCOG

OBSTetrics & GYNEcology

PRACTICE BULLETIN
CLINICAL MANAGEMENT GUIDELINES FOR OBSTETRICIAN–GYNECOLOGISTS

The Council on Resident Education in Obstetrics and Gynecology (CREOG)
ACOG DIVISION OF EDUCATION
Dedicated to the promotion and maintenance of excellence in residency
Editorships by SASGOG Members
Scientific Programs & Clinical Guidelines
Supported by SASGOG Members
Influencing the Specialty

• Strengthen current partnerships
  —ABOG, ACOG, Foundation for Exxcellence
• Explore new partnerships
• Members as ambassadors
• Expand portfolio of publications
• Speak out on mission-relevant issues
Academic OB/GYN Specialists: Inspired & Empowered
2018 SASGOG Annual Meeting Resident Reporter

Congratulations to the 2018 Resident Reporters!

Abigail Burns, MD
Brigham and Women's Hospital
Massachusetts General Hospital

Sharlay Butler, MD
McCaw Northwestern

Alex Friedman, MD
Brown University

Stephanie Higgins, MD
University of Connecticut

Sarah Lambeth, MD
Beth Israel Deaconess Medical Center

Caitlin Martin, MD
University of North Carolina
Chapel Hill

Kathryn McKenney, MD
Northwestern-McGaw Medical Center

Kelsey Rose, MD
University of California
Los Angeles

Brittany Sanford, MD
George Washington University Hospital

Erin Shiv, MD
Naval Medical Center San Diego

Anar Yukhayev, MD
North Shore and LIJ at Northwell Health

Sponsored in part by
HOLOGIC
The Women's Health Company
Career Development

Presidential Task Force on Mentoring, 2017-19
- Meg Autry, Co-Chair (UCSF)
- Marygrace Elson, Co-Chair (U Iowa)
- Roopina Sangha (Henry Ford)
- Timothy Klatt (MCW)
- Marge Greenfield (Case Western)
- Abby Litwiller (U Illinois Chicago)
- Chemen Neal (Indiana University)
- Lee Learman (FAU) (Ex Officio)
Career Development

- Expand pipeline programs for residents
- Mentoring program development
- Identify post-residency faculty development resources
- Expand Division Director program and toolkit
Professional Development

Influencing the Specialty

Career Development

Structure and Finance

Academic OB/GYN Specialists: Inspired & Empowered
Structure and Finance

• Formalized committee structures: composition, charge, workflow, and appointment process
• Established Finance Committee and investment policy
• Transitioned web & membership platform
• Transitioned administrative support organization
<table>
<thead>
<tr>
<th>Stage</th>
<th>Critical Concern</th>
<th>Key Issue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Birth</td>
<td>1. To <strong>create</strong> a new organization</td>
<td>What to risk</td>
</tr>
<tr>
<td></td>
<td>2. To <strong>survive</strong> as a viable system</td>
<td>What to sacrifice</td>
</tr>
<tr>
<td>Youth</td>
<td>3. To gain <strong>stability</strong></td>
<td>Hot to organize</td>
</tr>
<tr>
<td></td>
<td>4. To gain <strong>reputation</strong> and develop pride</td>
<td>How to review and evaluate</td>
</tr>
<tr>
<td>Maturity</td>
<td>5. To achieve <strong>uniqueness</strong> and adaptability</td>
<td>Whether and how to change</td>
</tr>
<tr>
<td></td>
<td>6. To <strong>contribute</strong> to society</td>
<td>Whether and how to share</td>
</tr>
</tbody>
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## Stages of Development

<table>
<thead>
<tr>
<th>Critical Concern</th>
<th>Result if Resolved</th>
</tr>
</thead>
<tbody>
<tr>
<td>CREATION</td>
<td>Comes into being, starts operating</td>
</tr>
<tr>
<td>SURVIVAL</td>
<td>Accepts realities, learns from experience, becomes viable</td>
</tr>
<tr>
<td>STABILITY</td>
<td>Develops efficiency and strength, retains flexibility to change</td>
</tr>
<tr>
<td>PRIDE &amp; REPUTATION</td>
<td>Reputation reinforces efforts to improve quality of services</td>
</tr>
<tr>
<td>UNIQUENESS</td>
<td>Changes to take fuller advantage of its unique capability, provides growth opportunities for membership</td>
</tr>
<tr>
<td>CONTRIBUTION</td>
<td>Gains respect and appreciation for societal contributions</td>
</tr>
</tbody>
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Maslow’s Hierarchy of Needs

- **Physiological**: breathing, food, water, sex, sleep, homeostasis, excretion
- **Safety**: security of body, employment, resources, morality, the family, health, property
- **Love/belonging**: friendship, family, sexual intimacy
- **Esteem**: self-esteem, confidence, achievement, respect of others, respect by others
- **Self-actualization**: morality, creativity, spontaneity, problem solving, lack of prejudice, acceptance of facts

[Source: http://www.womenonbusiness.com/unstable-organizations-cant-grow/]
ORGANIZATIONAL HIERARCHY OF NEEDS

Actualization: creativity, spontaneity, problem solving

Culture: accepted, healthy ways of working as a team

Safety: security of: revenue, profit, management, organizational systems

Basic Operation: generating some form of revenue, paying employees

Professional Development

Influencing the Specialty

Career Development

Structure and Finance

Academic OBGYN Specialists: Inspired & Empowered
Mobilizing Means . . .

- More members
- More engagement (meetings, committees, task forces)
- More investment in future members
- More seats at more tables
- More programs and initiatives to serve academic specialists, the profession, and women’s health
Strategic Plan Midwifery Team
SASGOG at Age 6
Maturing & Mobilizing