

# AUPO 2022



Annual Meeting

JANUARY 26-29, FORT LAUDERDALE, FL

## Program Book







# Association of University Professors of Ophthalmology

655 BEACH STREET  
SAN FRANCISCO, CA 94109  
WWW.AUPO.ORG

## WE ARE PLEASED TO ACKNOWLEDGE WITH GRATITUDE THIS YEAR'S SUPPORTERS TO DATE:

**Alcon Vision, LLC** – Annual Meeting and Educating the Educators Program support

**American Academy of Ophthalmology** – Co-sponsor, Straatsma Award for Excellence in Resident Education and Excellence in Medical Student Education Award

**Bausch+Lomb** – Annual Meeting and Educating the Educators Program grant support

**Johnson & Johnson Surgical Vision** – Annual Meeting and Educating the Educators Program grant support

**Lions Eye Institute** – Research Directors Member Luncheon

**Research to Prevent Blindness, Inc.** – Resident and Fellow Research Forum, David F. Weeks Award for Outstanding Vision Research, general support

**SF Match** – Educating the Educators Program support

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# Welcome to AUPO 2022



Dear Colleagues,

On behalf of the Board of Trustees, welcome to the 56th annual meeting of the Association of University Professors of Ophthalmology. While we are excited to be able to resume our in-person meeting, we also understand that some of us may not be able to attend. Our program committee, led by Dr. Joan Miller, and our Board considered in detail whether to have our second virtual meeting. Building on the successful experiences of many of our fellow ophthalmology organizations, such as Women in Ophthalmology, ASCRS, ARS, and the AAO, we felt that the positive aspects of an in-person meeting merited having an opportunity for us to come together. If there is one common theme of meeting in person that we have all missed, it is the amazing connections we make with each other and the resulting innovation that arises from “bumping into people” in hallways, at meetings, and our social events.

These innovations are foundational for us to fulfill the mission of AUPO – to serve, strengthen, and represent departments of ophthalmology; to provide support, information, and leadership opportunities to department chairs, program directors, and other faculty members; to promote excellence in ophthalmic education; to foster vision research and to promote ethical practice and excellence in eye care in order to ensure the best possible vision for the public. Our annual meeting has been the centerpiece of our work to further our mission. This year’s program highlights important shared elements for all of us to lead our departments, institutions, and our profession as we move forward.

Our three symposia this year focus from the critical needs we have today to thinking about our future roles in academic health sciences centers. On Thursday, our general symposium continues our focus on diversity, equity and inclusion (DEI) within our departments and our profession. Dr. Miller and the program committee have focused on practical steps that we can all take, with a symposium paired with breakout groups to foster best and innovative practices. Friday’s President’s Symposium features Dr. Janis Orlowski, the chief health care officer of the AAMC, discussing the interface between the health care delivery system and academic medicine, especially regarding how academic medical centers can leverage their expertise in research and innovation to succeed in the academic health

systems of the future. Our third symposium, on Saturday, focuses on compensation, a key issue for all of us. Results from the recently completed compensation survey will be part of the symposium.

The annual meeting also has many opportunities for our cohorts of leaders to focus on topics of particular salience to their leadership roles. Our Administrators, Program Directors, Associate Program Directors, Directors of Medical Student Education, Program Coordinators, and Research Directors are vital members of our leadership teams and have important programming around issues of importance to their work. Because our goal is to promote the personal and professional development of all of our members, your feedback during and after the meeting will be critical to our ongoing work.

As we move forward, the AUPO is also changing to meet the needs of all of us and our profession. While the annual meeting is the centerpiece of our activities today, there are more and more activities that occur throughout the year. The SCOR program for PGY-4 residents, webinars by our various councils, DEI initiatives, and others have expanded the range of AUPO activities. These activities – and the annual meeting this year – would not be possible without the dedicated and tireless work of our Executive Vice President, Dr. Steven Feldon, Ms. Lisa Brown, our AUPO manager, and the entire AUPO administrative team.

In closing, I’d like to acknowledge and express my admiration and appreciation to each of you for your devotion to each other during this challenging past year. The demands have been extraordinary, and the response of our ophthalmology leadership community has been to create opportunity out of challenges. I’d also like to thank our Board of Trustees, AUPO Council presidents and members-at-large, and all of you who have worked to serve the AUPO this year. As we meet together, please know of our gratitude for your contributions to our work. From your experiences, we look forward to your ideas and thoughts for our future as AUPO and for our profession.

With best wishes,

A handwritten signature in black ink, appearing to read "Paul P. Lee".

Paul P. Lee, MD, JD  
President

## Table of Contents

- 2 Meeting Information
- 3 Schedule at a Glance
- 4 Awards
- 8 Educating the Educators Program
- 12 Annual Meeting Program
- 20 Administrator Program
- 24 Coordinator Program
- 26 New Members
- 28 Hotel Map



# Meeting Information

## AUPO MISSION

The mission of AUPO is to serve, strengthen, and represent departments of ophthalmology; to provide support, information, and leadership opportunities to department chairs, program directors, and other faculty members; to promote excellence in ophthalmic education; to foster vision research and to promote ethical practice and excellence in eye care to ensure the best possible vision for the public.

## MEETING OBJECTIVES

After attending this program, participants should be able to:

- Discuss timely information from multiple external sources that facilitate growth of the academic missions in ophthalmology: research, education, and patient care.
- Facilitate collaborative discussions leading to best practices in academic ophthalmology.
- Develop consensus around newly introduced educational techniques for training of medical students, ophthalmology residents and fellows.

## TARGET AUDIENCE

AUPO's annual meeting serves as a forum for members, affiliates, and guests to attend symposia and workshops addressing topics of interest or concern for chairs, residency program directors, associate residency program directors, research directors, directors of medical student education, administrators, and residency program coordinators in ophthalmology departments.

## CME CREDIT

No Continuing Medical Education (CME) credits are available for this meeting.

## DISPLAY OR DISTRIBUTION OF MATERIALS

AUPO has retained use of the Marriott Harbor Beach Resort to enable registered members and guests to participate in Society-sponsored educational and informational activities. Display or distribution of non-sponsored information or advertising in or on the property, except at exhibit tables and on the AUPO notice board, is prohibited. Violation of this policy will result in confiscation and disposal of the material.

## HEALTH AND SAFETY

- All attendees, including guests, must be fully vaccinated to participate in the meeting and related activities. Be prepared to show proof of full vaccination and ID at registration check-in.
- Masks must be worn at all times indoors. Masks may be removed only when actively eating or drinking.
- Anyone with COVID-19 symptoms or a positive test should quarantine immediately and not attend any meeting functions. Call the hotel front desk for further quarantine instructions. Quarantine in your hotel room. Security will work with individuals on their needs and food orders.

## PHOTOGRAPHING AND RECORDING OF EXHIBITS, POSTERS AND PRESENTATIONS

No portion of the program or posters may be photographed, audio-recorded, or video-recorded without the written consent of AUPO and the presenter. Attendees wishing to photograph or videotape an exhibit must secure permission from the exhibiting company before doing so.

## WI-FI INTERNET ACCESS

Resort-wide high-speed wireless internet access, including: Guest rooms, public space, meeting space (Wi-Fi Simplified™), and restaurant outlets available.

## BADGES

AUPO name badges should be worn during all sessions and social events. Replacement badges can be obtained at the registration desk.

## EXHIBITS

Tabletop exhibits of resident education resources will be on display during the Educating the Educators meeting on Wednesday, January 26. Informational exhibits for AUPO partner organizations will be on display Thursday, January 27 – Friday, January 28.

## CONTINENTAL BREAKFASTS

Continental breakfast will be available Wednesday – Saturday mornings in the Grand Foyer. Times are posted in the program.

## LUNCH BREAKS

The hotel offers several options for lunch on property including in-room dining.

## BREAKFAST WITH COLLEAGUES NETWORKING ROUNDTABLE SESSIONS

Advance sign-ups and remaining availability for the two Breakfast with Colleagues Networking Roundtable sessions are posted on the AUPO message board. Seating is limited per table. If your plans change after registering please update the list accordingly. If a table is full, advance registrants have first option for the seats at the table up to 10 minutes after the session starts.

## BANQUET

The banquet on Friday, January 28, is a plated, sit down dinner. Suggested attire is casual. The banquet menu is posted on the AUPO message board. If you did not inform staff of special dietary needs for the banquet in advance, please share by January 27. We will do our best to accommodate onsite requests but cannot guarantee.

## MEETING ATTIRE

Casual or business casual attire is encouraged for the duration of the meeting; ties are discouraged. Sweaters or light jackets are recommended as it can be difficult to find a temperature that is conducive to all.

## SPEAKER READY ROOM

Presenters must submit final PowerPoint to the audiovisual staff no less than 4 hours prior to their presentation. A speaker ready room is available in the Tallahassee Room as follows:

Tuesday, January 25, 3:00 PM – 5:00 PM  
 Wednesday, January 26, 7:00 AM – 5:00 PM  
 Thursday, January 27, 7:00 AM – 4:00 PM  
 Friday, January 28, 7:00 AM – 4:00 PM  
 Saturday, January 29, 7:00 AM – 10:15 AM

## REGISTRATION HOURS

Tuesday, January 25 – 3:00 PM – 5:00 PM  
 Wednesday, January 26 – 6:30 AM – 5:30 PM  
 Thursday, January 27 – 6:30 AM – 5:30 PM  
 Friday, January 28 – 6:30 AM – 4:15 PM  
 Saturday, January 29 – 6:45 AM – 11:30 AM

## QUESTIONS?

If you have questions regarding AUPO or the annual meeting, please stop by the Registration Desk during registration hours located in the Caribbean Foyer for staff assistance.



## AUPO Schedule at a Glance

CHAIRS • PROGRAM DIRECTORS • MEDICAL STUDENT EDUCATORS  
RESEARCH DIRECTORS • ADMINISTRATORS • COORDINATORS  
PROFESSIONAL/INVITED GUESTS

Wednesday, Jan 26	6:30 AM – 5:30 PM	Registration Open	CH	PD	MSE	RD	A	CO	G
	7:00 AM – 7:55 AM	EE Book Club	CH	PD	MSE	RD	A	CO	G
	8:00 AM – 4:15 PM	Educating the Educators (EE) Meeting	CH	PD	MSE	RD	A	CO	G
	1:00 PM – 5:00 PM	Boot Camp for New Chairs	CH						
	1:00 PM – 5:00 PM	Administrator Boot Camp					A		
	5:00 PM – 5:30 PM	New Program Director Member Reception (by invitation)		PD					
	5:00 PM – 5:30 PM	New Director of Medical Student Education Member Reception (by invitation)			MSE				
	5:15 PM – 6:15 PM	Boot Camp for New Chairs Reception (by invitation)	CH						
	5:30 PM – 6:30 PM	EE Reception	CH	PD	MSE	RD	A	CO	G
	7:00 PM – 8:00 PM	Research Director Member Reception (by invitation)				RD			
Thursday, Jan 27	7:00 PM – 9:00 PM	Administrator Welcome Reception and Announcements					A		
	6:30 AM – 5:30 PM	Registration Open	CH	PD	MSE	RD	A	CO	G
	6:30 AM – 8:00 AM	Breakfast	CH	PD	MSE	RD	A	CO	G
	7:00 AM – 7:45 AM	New Administrator Member Breakfast with Administrator Council					A		
	7:00 AM – 7:45 AM	New Coordinator Member Breakfast						CO	
	7:45 AM – 4:00 PM	Coordinator Educational Sessions						CO	
	7:45 AM – 9:00 AM	Administrator Educational Sessions					A		
	7:45 AM – 8:00 AM	Welcome and Updates	CH	PD	MSE	RD	A	CO	G
	8:00 AM – 8:20 AM	Straatsma Award for Excellence in Resident Education Introduction and Lecture	CH	PD	MSE	RD	A	CO	G
	8:20 AM – 8:40 AM	Excellence in Medical Student Education Award Introduction and Lecture	CH	PD	MSE	RD	A	CO	G
Friday, Jan 28	8:40 AM – 8:45 AM	AAO Commitment to Advocacy Award Presentation	CH	PD	MSE	RD	A	CO	G
	8:45 AM – 9:15 AM	BREAK	CH	PD	MSE	RD	A	CO	G
	9:15 AM – 10:35 AM	Growing a Diverse and Inclusive Workforce: Current Efforts, Brainstorming New Ideas	CH	PD	MSE	RD	A	CO	G
	10:45 AM – 11:30 AM	Diversity, Equity and Inclusion (DEI) Think Tank Breakouts	CH	PD	MSE	RD	A	CO	G
	11:40 AM – 12:15 PM	DEI Think Tank Breakouts Report Out	CH	PD	MSE	RD	A	CO	G
	12:15 PM – 1:30 PM	Lunch Break	CH	PD	MSE	RD	A	CO	G
	12:30 PM – 4:00 PM	Administrator Educational Sessions					A		
	1:30 PM – 3:15 PM	Facing our Biggest Problems Together to Position our Departments for the Future	CH	PD	MSE	RD	A	CO	G
	3:30 PM – 5:30 PM	Research Directors Quick Exchanges Session				RD			
	6:00 PM – 7:00 PM	AUPO Welcome Reception	CH	PD	MSE	RD	A	CO	G
Saturday, Jan 29	6:30 AM – 4:15 PM	Registration Open	CH	PD	MSE	RD	A	CO	G
	6:45 AM – 7:45 AM	Breakfast with Colleagues Networking Roundtables	CH	PD	MSE	RD	A		G
	7:15 AM – 8:15 AM	Breakfast	CH	PD	MSE	RD	A	CO	G
	7:55 AM – 8:00 AM	Welcome	CH	PD	MSE	RD	A	CO	G
	8:00 AM – 3:30 PM	Coordinator Educational Sessions						CO	
	8:00 AM – 5:00 PM	Administrator Educational Sessions					A		
	8:00 AM – 9:15 AM	President's Symposium: A View on the Future of Depts in Tomorrow's Academic HSCs	CH	PD	MSE	RD	A	CO	G
	9:15 AM – 9:30 AM	Best of Journal of Academic Ophthalmology (JAO)	CH	PD	MSE	RD	A	CO	G
	9:30 AM – 10:00 AM	BREAK	CH	PD	MSE	RD	A	CO	G
	10:00 AM – 10:31 AM	David Weeks Tribute and RPB David F. Weeks Award Introduction and Presentation	CH	PD	MSE	RD	A	CO	G
Saturday, Jan 29	10:15 AM – 11:15 AM	Application Potpourri	CH	PD	MSE				
	10:31 AM – 11:20 AM	AUPO/RPB Resident and Fellow Research Forum	CH	PD	MSE	RD	A	CO	G
	11:20 AM – 12:15 PM	Organization Reports	CH	PD	MSE	RD	A	CO	G
	12:15 PM – 1:30 PM	Lunch Break	CH	PD	MSE	RD	A	CO	G
	12:30 PM – 2:30 PM	Research Directors Membership Meeting & Luncheon				RD			
	1:30 PM – 3:00 PM	Ophthalmology Review Committee Update	CH	PD	MSE			CO	G
	1:30 PM – 3:00 PM	Ophthalmology Medical Student Education Paper Session	CH	PD	MSE				
	1:30 PM – 5:00 PM	Free Time	CH	PD	MSE	RD	A	CO	G
	2:30 PM – 3:30 PM	Research Director Grand Rounds	CH			RD			G
	3:00 PM – 4:00 PM	Program Director and Associate Program Director Membership Meeting/Open Forum		PD					
Saturday, Jan 29	3:00 PM – 4:00 PM	Directors of Medical Student Education Membership Meeting/Open Forum			MSE				
	6:30 PM – 10:00 PM	Reception and Banquet	CH	PD	MSE	RD	A	CO	G
	6:45 AM – 11:30 AM	Registration Open	CH	PD	MSE	RD	A	CO	G
	7:00 AM – 8:00 AM	Breakfast with Colleagues Networking Roundtables	CH	PD	MSE	RD	A		G
	7:00 AM – 8:15 AM	Breakfast	CH	PD	MSE	RD	A	CO	G
	8:15 AM – 9:30 AM	Making the Most of the AUPO Compensation Survey	CH	PD	MSE	RD	A		
	9:40 AM – 10:55 AM	Workshop: Strategies to Increase DEI in Research	CH	PD	MSE	RD	A		G
	9:40 AM – 10:55 AM	Workshop: How to Approach Incorporating DEI Initiatives into the Curriculum	CH	PD	MSE				G
	9:40 AM – 10:55 AM	Workshop: Faculty Compensation Survey Deep Dive and Q & A	CH				A		





**EVAN "JAKE" WAXMAN,  
MD, PHD**

Dr. Evan "Jake" Waxman is the vice chair for education at the UPMC Eye Center at the University of Pittsburgh. He has served as the director of medical student activities in his department since he started at Pitt in 1999 and as residency program director since 2004. He is proud to be a graduate of the MD, PhD program at Mount Sinai School of Medicine and to have had Steven Podos as a mentor. He is equally proud to be a graduate of the residency program at UC Davis and to have had the opportunity to have trained under AUPO members Drs. John Keltner and Mark Mannis.

Dr. Waxman is the recipient of numerous medical student teaching awards including the William I. Cohen Award for Excellence in Teaching, the Kenneth Schuitt Award recognizing the Dean's Master Educators and the AUPO's own Excellence in Medical Student Education Award. He has received numerous resident teaching awards and is currently the chair of the AAO Resident Self-Assessment Committee. He served two terms on the AAO Committee for Resident Education and is a past president of the AUPO Program Director's Council. He serves as the AUPO's liaison to the Organization of Program Directors Associations. Dr. Waxman is the founder and director of Pitt Med's Guerilla Eye Service (GES), an outreach effort that brings eye care to neighborhoods and people that would not otherwise have access. GES makes use of portable equipment and the energies of medical students, residents and faculty to provide complete eye exams at primary care clinics for indigent patients. Dr. Waxman has been recognized with the Pitt Chancellor's Award for Service, the Jefferson Award, the Gold Humanism Society's Leonard Tow Award and Carnegie Science Catalyst for Professional and Community Education Award for these efforts.

## Straatsma Award for Excellence in Resident Education

**The Straatsma Award was established through funding from the American Academy of Ophthalmology (AAO), the Association of University Professors of Ophthalmology (AUPO), and private funds, to recognize and celebrate an outstanding Program Director in ophthalmology.**

Dr. Evan "Jake" Waxman is the vice chair for education at the UPMC Eye Center at the University of Pittsburgh. He has served as the director of medical student

### **STRAATSMA AWARD FOR EXCELLENCE IN RESIDENT EDUCATION**

#### **PAST RECIPIENTS:**

R. MICHAEL SIATKOWSKI, MD (2020)  
SUSAN CULICAN, MD, PHD (2019)  
PRESTON BLOMQUIST, MD (2018)  
SHAHZAD MIAN, MD (2017)  
STEVEN J. GEDDE, MD (2016)  
TARA UHLER, MD (2015)  
LAURA L. WAYMAN, MD (2014)  
ANDREAS K. LAUER, MD (2013)  
THOMAS A. OETTING, MD (2012)  
RICHARD A. HARPER, MD (2011)  
MARIA M. AARON, MD (2010)  
MARK S. JUZYCH, MD (2009)  
PAUL D. LANGER, MD (2008)  
JAMES P. DUNN, JR., MD (2007)  
KARL C. GOLNIK, MD (2006)  
ANTHONY C. ARNOLD, MD (2005)  
NICHOLAS J. VOLPE, MD (2004)  
ALFREDO A. SADUN, MD, PHD (2003)



**JANICE C. LAW, MD**

innovation in medical education. Her collaborative creation of an ophthalmology-neurology clerkship experience gives an entire medical school class hands-on participation in ophthalmology clinics with guided teaching. During the COVID-19 pandemic when rotations were cancelled and research was disrupted, Dr. Law co-founded the Virtual Ophthalmology Mentoring Program which connected medical students across the country without home programs or mentors to an ophthalmologist who could provide research opportunities and career guidance - especially for those of under-represented minority groups. She also collaborated with Dr. Laura Wayman in creating the EYE KNOW lecture series that offers ophthalmic education for the non-ophthalmologist, focusing on primary care topics to further close the knowledge gap for all levels of students and hospital house-staff.

## Excellence in Medical Student Education Award

**The Award for Excellence in Medical Student Education provides national recognition for an outstanding medical student educator. It was established through funding from the Association of University Professors of Ophthalmology (AUPO) and the American Academy of Ophthalmology (AAO).**

Janice C. Law, MD is a vitreoretinal surgeon and has served as the Director of Medical Student Education for Ophthalmology at Vanderbilt University School of Medicine, Vanderbilt Eye Institute (VEI) since 2016. In 2020 she received the Geoffrey David Chazen Award recognizing her implementation of effective

### **EXCELLENCE IN MEDICAL STUDENT EDUCATION AWARD**

#### **PAST RECIPIENTS:**

JAMIE ROSENBERG, MD (2020)  
JOANN A. GIACONI, MD (2019)  
DANIEL KNOCH, MD (2018)  
EVAN WAXMAN, MD, PHD (2017)  
RUKHSANA G. MIRZA, MD (2016)  
SUSAN FORSTER, MD (2015)  
LINDA LIPPA, MD (2014)

### **RPB DAVID F. WEEKS AWARD FOR OUTSTANDING VISION RESEARCH**

#### **PAST RECIPIENTS:**

DAVID WILLIAMS, MD, PHD (2021)  
CHRISTINE A. CURCIO, PHD (2020)  
JAYAKRISHNA AMBATI, MD (2019)  
ROBERT MULLINS, PHD (2018)



In 2017, Dr. Law was elected by medical students into Alpha Omega Alpha Honor Society and in 2020 voted Top 30 Favored Faculty by the graduating medical school class. Dr. Law is a three-time recipient of the Bridge Builder Award for excellence in teaching and mentorship. She is the current Chair of the American Academy of Ophthalmology Young Ophthalmologists Committee. Dr. Law is a recipient of the AAO Achievement Award, as well as two Secretariat Awards. She is a graduate of the AAO Leadership Development Program Class XVII and is active in her state society – engaging young ophthalmologists in advocacy and patient safety efforts.



DONALD J. ZACK, MD, PHD

## RPB David F. Weeks Award for Outstanding Vision Research

**The RPB David F. Weeks Award for Outstanding Vision Research (the “Weeks Award”) has been established through the generosity of Research to Prevent Blindness (RPB), an anonymous donor, and the Association of University Professors of Ophthalmology (AUPO), to annually recognize and celebrate an outstanding ophthalmic vision scientist whose research has made meaningful contributions to the understanding and/or treatment of potentially blinding eye disease. The award carries the name of David F. Weeks, former President and Chairman of Research to Prevent Blindness, in honor of his contributions to the field of vision research.**

Donald J. Zack, MD, PhD is the Guerrieri Professor of Genetic Engineering and Molecular Ophthalmology and Director of the Wilmer Eye Institute’s new Stem Cell Ocular Regenerative Medicine (STORM) Center. Dr. Zack graduated from the Albert Einstein College of Medicine in 1984, where he studied molecular immunology under the mentorship of Dr. Matthew Scharff and did residency training in ophthalmology at the Massachusetts Eye and Ear Infirmary. He joined Johns Hopkins in 1988 where he pursued specialty training in glaucoma, under the direction of Dr. Harry Quigley, and molecular biology post-doctoral work, under the direction of Dr. Jeremy Nathans, and subsequently joined the Wilmer Faculty.

Dr. Zack is a former National Eye Institute (NEI) study section chair and a former Co-Chair of the NEI Board of Scientific Counselors. He has served on scientific advisory boards for a number of academic institutions, journals, non-profit research foundations, and biotech and pharmaceutical companies. In 2011 Dr. Zack stopped his clinical glaucoma practice to have more time to devote to research and teaching.

Dr. Zack’s research activities cover the spectrum from basic research to translational studies to clinical trials. His lab studies the control of gene expression in retinal photoreceptors, the retinal pigment epithelium, and ganglion cells. They also study the mechanisms by which these cells die, and in collaboration with colleagues at Wilmer and elsewhere, they are using high content screening approaches to develop novel methods to slow down, and hopefully to prevent, their degeneration. The molecules that Dr. Zack’s team are identifying and developing could lead to novel treatments for retinal neurodegenerative diseases such as macular degeneration, retinitis pigmentosa, and glaucoma. As an additional approach that someday may offer the possibility of restoring vision to glaucoma patients, and others with optic nerve disease, they are pioneering ways to achieve the differentiation of stem cells into retinal ganglion cells and promote optic nerve regeneration. In a new area of research, Dr. Zack’s lab is also working on the development of re-myelination approaches for the treatment of de-myelinating diseases such as multiple sclerosis. They are applying stem cell and high content screening technologies, similar to those they use to study the retina, to screen for candidate drugs and pathways that promote myelination.

### Award Deadlines

**STRAATSMA  
AWARD FOR  
EXCELLENCE  
IN RESIDENT  
EDUCATION**

*Deadline:  
April 15*

**EXCELLENCE  
IN MEDICAL  
STUDENT  
EDUCATION  
AWARD**

*Deadline:  
April 15*

**RPB DAVID  
F. WEEKS  
AWARD  
FOR VISION  
RESEARCH**

*Deadline:  
June 1*

**RESIDENT  
AND FELLOW  
RESEARCH  
FORUM**

*Deadline:  
September 15*



# Resident and Fellow Research Forum Awards

**AUPO and Research to Prevent Blindness established the Resident and Fellow Research Forum to acknowledge the importance of research in ophthalmic education. The Forum is intended to encourage the most promising house officers to pursue a career in academic ophthalmology and vision research. Following are the 2022 awardees:**

**JONATHAN LIN, MD, PHD** is a resident in the Harvard Ophthalmology Residency Training Program. He completed his undergraduate education at Emory University as a recipient of the Robert W. Woodruff Scholarship. He double majored in Neuroscience/Behavioral Biology and Music (Violin). He then went on to earn his combined MD/PhD from Washington University School of Medicine in St. Louis. For his PhD work, he worked in the lab of Dr. Rajendra Apte, studying how impaired metabolism and the aging innate immune system contribute to retinal degenerative diseases. For this work, Dr. Lin received the Dr. William Ellis Award, the Kipnis Award in Biomedical Sciences, and the Ceil M. DeGutis Prize in Chemical Biology or Medicinal Chemistry. Dr. Lin is currently working in the lab of Dr. Demetrios Vavvas to elucidate the pathophysiology underlying age-related macular degeneration. To date, Dr. Lin has published nearly 30 manuscripts in peer-reviewed journals, including 13 as first author. Dr. Lin's long-term goal is to become a physician-scientist who answers important questions through biomedical research and brings these findings from bench to the bedside to improve patient care.



**JONATHAN LIN, MD, PHD**

**MICALLA PENG, BS** is a fourth-year medical student at the University of Southern California Keck School of Medicine in Los Angeles, CA. She completed her undergraduate training at the University of California, Los Angeles receiving her degree in Physiological Science. She is currently conducting a year-long Dean's Research Scholar Fellowship under the mentorship of Dr. Kimberly Gokoffski. Micalla's research interests are in developing regenerative therapies for those blinded by optic neuropathies. With Dr. Gokoffski, she is currently studying the effects of exogenous electrical fields on regenerating retinal ganglion cell axons after optic nerve injury and the mediators of these effects. She is passionate about teaching and has served as both a mentor and tutor for first- and second-year medical students. Micalla will graduate from medical school in the spring of 2023. After medical school, Micalla plans to pursue residency training in ophthalmology. She is interested in an academic career where she can continue to develop neuro-regenerative therapies for visual restoration and train residents.



**MICALLA PENG, BS**

**LINUS SHEN, MD** is a first-year ophthalmology resident at the University of California, San Francisco. He received his Bachelor of Engineering degree summa cum laude from Duke University, where he worked on intraoperative optical coherence tomography, and co-invented and patented a stereoscopic heads-up display system for ophthalmic surgeries under the guidance of Drs. Joseph Izatt and Cynthia Toth. He then earned his medical degree cum laude from Yale School of Medicine. In medical school, Linus co-developed a novel statistical method to study the long-term natural history of diseases. Using this method, he investigated the decades-long progression of geographic atrophy, choroideremia, and Stargardt disease under the mentorship of Dr. Lucian Del Priore. He also studied the development of retinal nerve fiber in preterm infants using optical coherence tomography in Dr. Cynthia Toth's lab. To date, Linus has authored/co-authored over 30 peer-reviewed publications in top journals. As an aspiring physician-scientist, Linus is passionate about understanding the nature of ocular diseases and translating novel imaging techniques to improve the management of eye diseases.



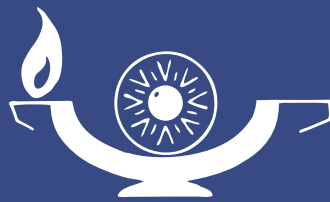
**LINUS SHEN, MD**

**TU TRAN, MD, MSC** is a first year (PGY-2) ophthalmology resident at the University of Minnesota. He was born to Vietnamese refugees and settled in Sacramento, California as the final wave of boat people. His parents taught him to live a life in service of others. Via a graduate degree at the Duke Global Health Institute and while doing research in Uganda on surgery and epidemiology, he observed cataract surgeries and decided that would be how he would be of service. During medical school at the University of Minnesota, he collaborated with mentors on clinical ophthalmology research at Mbarara University in southwestern Uganda, which has become his home away from home for the past five years. One of the outcomes of his research has been an eye study in cryptococcal meningitis patients, of which he is privileged to discuss at this year's AUPO meeting. He enjoys caring for patients in the Twin Cities and strives to become a competent ophthalmic surgeon. Moving forward, he will assist friends, collaborators and mentors in growing ophthalmic services in low-resource settings, including establishing eye banking infrastructure and local cornea transplantation, and hopes to train future ophthalmologists.



**TU TRAN, MD, MSC**





# EDUCATING THE EDUCATORS



# Educating the Educators Program

Wednesday, January 26

6:30 AM - 5:30 PM	Registration Open	Caribbean Registration
6:30 AM - 8:00 AM	Breakfast	Grand Salon Foyer
7:00 AM – 7:55 AM	<b>Book Club</b>	Grand Salon E
	Plan to join the EE Book Club to discuss the highly engaging and popular book, <i>Mindset: The New Psychology of Success</i> , by Carol Dweck, PhD. Dweck is a psychologist who pioneered the concept of mindset, and in particular, the differences between having a “fixed” versus “growth” mindset. Those with a growth mindset believe that abilities can be developed and are more active, engaged learners compared to those who believe that abilities are static. Importantly, Dweck describes opportunities to apply these concepts throughout multiple facets of our work and lives. The roles we play as educator-leaders in our departments allows us to foster “growth” mindset amongst our trainees and faculty, improving the quality of our work lives and our overall wellbeing.	
	7:00 AM – 7:01 AM	Introduction - <i>Jeffrey SooHoo, MD</i>
	7:01 AM – 7:10 AM	Book Club: A Conversation about <i>Mindset: The New Psychology of Success</i> by Carol Dweck - <i>Rachel B. Levine, MD, MPH</i>
	7:10 AM – 7:55 AM	Book Club Discussion Groups
8:00 AM – 8:15 AM	<b>Welcome and Announcements</b> - <i>Stacy Pineles, MD</i>	
8:15 AM – 9:45 AM	<b>A Scholarly Approach to Wellness in our Role as Educators</b> - <i>Stacy Pineles, MD</i>	Grand Salons K-F
	This session will provide current best practices for competencies as a medical educator. Topics will include best practices for providing residents with feedback on their performance in the clinic and OR, faculty development through coaching in the operating room, and perspectives to optimize learning in the face of burnout and failing self-regulation.	
	8:20 AM – 8:50 AM	Competencies for Medical Educators as a Framework for Professional Development - <i>Rachel B. Levine, MD, MPH</i>
	8:50 AM – 9:00 AM	Sharing Perspectives to Optimize Learning - How Burnout Interferes with Learning - <i>Stephen Blatt, MD</i>
	9:00 AM – 9:10 AM	The Role of Surgical Coaching in Educator Development - <i>Eleanore Kim, MD</i>
	9:10 AM – 9:20 AM	Fostering a Growth Mindset in the Clinic and OR Through Feedback - <i>Pavlina Kemp, MD</i>
	9:20 AM – 9:30 AM	Self-regulation and Self-monitoring for Educators - <i>Robert Swan, MD</i>
	9:30 AM – 9:45 AM	Panel Discussion
9:45 AM – 10:15 AM	Break, Exhibits and Poster Viewing	Grand Salon Foyer & Salon D
10:15 AM – 11:30 AM	Guidance with Gurus Sessions - <i>Jules Winokur, MD</i> Are you looking for guidance from a guru? Would you like to have an exchange with an expert? Join these small group discussion opportunities with knowledgeable facilitators and varied topics chosen by attendees. These breakout sessions will be limited to small groups of people at a time. Multiple sessions will run concurrently. They are designed to be intimate to allow small group discussions with topic specialists.	Grand Salons K-F, Salons A, B, C
	10:15 AM – 10:45 AM	<b>Guidance with Gurus #1</b>
	ACGME - Learn and Ask Questions About the RRC - <i>Laura K. Green, MD</i>	Grand Salons K-F
	Application Review Strategies - <i>Gene Kim, MD</i>	Grand Salon B
	Best Practices for Evaluation of Residents - <i>Robert Swan, MD</i>	Grand Salon A
	Beyond Competency - Becoming a Master Educator - <i>Rachel B. Levine, MD, MPH</i>	Grand Salon B
	Career Counseling for Academic Physicians - <i>Shahzad Mian, MD</i> and <i>Richard E. Braunstein, MD</i>	Grand Salons K-F
	How to Deal with the USMLE Pass/Fail - <i>O'Rese Knight, MD</i>	Grand Salon A
	Problem Residents - Bring your Problems! - <i>Alice Lorch, MD</i> and <i>Harsha Reddy, MD</i>	Grand Salon B
	Re-Engaging a Disengaged Resident - <i>Kelly T. Mitchell, MD</i>	Grand Salon C
	Self Study Prep / Site Visit Prep - <i>Tetyana Schneider, PhD</i> and <i>Anna Momont, MD</i>	Grand Salons K-F
	Structuring PGY-1 Year - <i>Misha Faustina, MD</i> and <i>Tara Uhler, MD</i>	Grand Salon A
	Under-Represented in Medicine - <i>Fasika Woreta, MD</i>	Grand Salons K-F
	Use of Social Media in Academic Medicine - <i>Anne Wishna, MD</i>	Grand Salon C
	Wetlab Fundraising, Philanthropy, Educational Fundraising - <i>Dana Millet, MHA, RN</i> and <i>David J. Goldman, MD, MBA</i>	Grand Salon A



# Educating the Educators Program

Wednesday, January 26

	Women Leaders - <i>Kimberly Crowder, MD</i> and <i>Rachel Simpson, MD</i>	Grand Salon C
	Social Table - Hang out and chat with new colleagues and old friends	Grand Salons K-F
11:00 AM – 11:30 AM	<b>Guidance with Gurus #2</b>	
	Application Review Strategies - <i>Anjali Tannan, MD</i>	Grand Salon B
	Best Practices for Evaluation of Residents - <i>Jamie B. Rosenberg, MD</i>	Grand Salon A
	Beyond Competency - Becoming a Master Educator - <i>Rachel B. Levine, MD, MPH</i>	Grand Salon B
	Counseling Struggling Medical Students Interested in Ophthalmology - <i>Aruoriwo M. Oboh-Weilke, MD</i> and <i>Jessica Chang, MD</i>	Grand Salon C
	How to Deal with the USMLE Pass/Fail - <i>Andrew J. Barkmeier, MD</i>	Grand Salon A
	How to Increase Resident Surgical Numbers - <i>Isha Mehta, DO</i>	Grand Salons K-F
	Potpourri - Anything Goes! Bring up Topics with the PDC Leadership - <i>Grace Sun, MD</i> and <i>Jeff H. Pettey, MD</i>	Grand Salons K-F
	Problem Residents - Bring your Problems! - <i>Geetha K. Davis, MD</i> and <i>Maria Reinoso, MD</i>	Grand Salon B
	Setting up Junior Residents for Success - <i>Hassan Shah, MD</i>	Grand Salons K-F
	SF Match - Meet with a Member of the Oversight Committee - <i>Misha Syed, MD, MEHP</i>	Grand Salons K-F
	Structuring PGY-1 Year - <i>Adam H. Kaufman, MD</i> and <i>Royce Chen, MD</i>	Grand Salon A
	Succession Planning - <i>Susan M. Culican, MD, PhD</i> and <i>Steven J. Gedde, MD</i>	Grand Salons K-F
	Surgical Wetlab - <i>Thomas A. Oetting, MD</i> and <i>Jeremy Jones, MD</i>	Grand Salon C
	VA Issues - <i>Jennifer L. Lindsey, MD</i>	Grand Salon C
	Social Table - Hang out and chat with new colleagues and old friends	Grand Salons K-F
11:30 AM – 12:15 PM	<b>PDC Updates and Organizational Reports</b> - Moderator: <i>Grace Sun, MD</i>	Grand Salons K-F
11:30 AM – 11:40 AM	Program Directors Council Update - <i>Grace Sun, MD</i>	
11:40 AM – 11:45 AM	SF Match Update - <i>Dennis Thomatos</i>	
11:45 AM – 11:50 AM	OKAP Update - <i>Kathryn Peters, PMP</i>	
11:50 AM – 11:55 AM	Surgical Curriculum for Ophthalmology Residents - <i>Shahzad Mian, MD</i>	
11:55 AM – 12:00 PM	AAO Resident Education Committee - <i>Robert Swan, MD</i>	
12:00 PM – 12:05 PM	AAO Young Ophthalmologists - <i>Andrea Tooley, MD</i>	
12:05 PM – 12:10 PM	Association of Veteran Affairs Ophthalmologists (AVA) - <i>Jennifer Lindsey, MD</i>	
12:10 PM – 12:15 PM	Lighthouse Guild - <i>Calvin Roberts, MD</i>	
12:15 PM – 1:15 PM	Lunch	
1:15 PM – 2:15 PM	<b>Free Paper Session</b> - Moderated by <i>Stacy Pineles, MD</i>	Grand Salons K-F
1:15 PM – 1:16 PM	Introduction - <i>Stacy Pineles, MD</i>	
1:16 PM – 1:22 PM	Outcomes of "Submitted" and "In Preparation" Publications from Applicants to Ophthalmology Residency Programs - <i>Emily Sun, BS</i>	
1:22 PM – 1:28 PM	Navigating the Ophthalmology Match with a Significant Other - <i>Samantha Ip, BSE</i>	
1:28 PM – 1:34 PM	Barriers in Ophthalmology Residency Applications for Students Identifying as Underrepresented in Medicine: A San Francisco Match Analysis - <i>Johsias Maru, BA</i>	
1:34 PM – 1:40 PM	Representation of Skin Color in Ophthalmology Textbooks - <i>Tiffany Cheng, BS</i>	
1:40 PM – 1:46 PM	Language Used to Consent Patients for Trainee Involvement in Surgery: Patient Comprehension - <i>Brandon Kennedy, MD</i>	
1:46 PM – 1:52 PM	Identifying Factors Predictive of American Board of Ophthalmology Examination Performance - <i>Andrea Tooley, MD</i>	
1:52 PM – 1:58 PM	Impact of Parental Leave on Ophthalmology Resident Physician Performance: A Multicenter Study - <i>Dana Huh, BA</i>	
1:58 PM – 2:15 PM	Q&A - <i>Stacy Pineles, MD</i>	



# Educating the Educators Program

Wednesday, January 26

2:15 PM – 2:30 PM	Break - Take time for yourself! Check out the posters! Catch up with your AUPO friends.	Posters - Salon D
2:30 PM – 4:00 PM	<b>Don't Reinvent the Wheel</b> - <i>Misha Syed, MD, MEHP</i>	Grand Salons K-F
2:30 PM – 2:31 PM	Introduction - <i>Misha Syed, MD, MEHP</i>	
2:31 PM – 2:39 PM	Medical Ethics in Ophthalmology Residency Training: A Pilot Curriculum - <i>Nitin Chopra, MD, MBA</i>	
2:39 PM – 2:47 PM	Camera-augmented Binocular Indirect Ophthalmoscopy for Resident Education - <i>Ryan Duong, BS</i>	
2:47 PM – 2:55 PM	Immersive Anatomical Virtual Reality Simulation Enhances MIGS Wet Lab Experience - <i>Sarah Griffin, MD</i>	
2:55 PM – 3:03 PM	Implementing the Night Float System as a Model for Ophthalmology Resident Call - <i>Isha Mehta, DO</i>	
3:03 PM – 3:11 PM	Ophthalmology Residents' Attitudes Toward Stress and Wellness when Fulfilling On-call Responsibilities - <i>Vish Reddy, MD</i>	
3:11 PM – 3:16 PM	Q & A - <i>Misha Syed, MD, MEHP</i>	
3:16 PM – 3:19 PM	Poll Voting	
3:19 PM – 3:27 PM	Creating an Integrated Transitional Year Internship from Scratch - <i>Royce Chen, MD</i>	
3:27 PM – 3:35 PM	Reinventing the Wheel: A Paradigm Shift in the Moran PGY-1 Ophthalmology Experience - <i>Brandon Kennedy, MD</i>	
3:35 PM – 3:43 PM	Project ACQUIRE: Applied Curriculum for Quality Improvement in Resident Education - <i>Taj Nasser, MD</i>	
3:43 PM – 3:51 PM	Integration and Assessment of a Structured PGY-1 Microsurgical Wet Lab Curriculum - <i>Saras Ramanathan, MD</i>	
3:51 PM – 3:56 PM	Q & A - <i>Misha Syed, MD, MEHP</i>	
3:56 PM – 3:59 PM	Poll Voting	
3:59 PM – 4:05 PM	Announcement of Winners - <i>Misha Syed, MD, MEHP</i>	Grand Salons K-F
4:05 PM – 4:15 PM	<b>Conclusion</b> - <i>Stacy Pineles, MD</i>	
5:00 PM – 5:30 PM	<b>New Program Director Reception with Program Directors Council and Mentors (by invitation)</b>	Caribbean I
5:30 PM – 6:30 PM	<b>EE Reception</b>	Dunes Coconut Terrace

## Visit EE Posters SALON D

- Transition to a Night Float System in Ophthalmology Residency: Perceptions of Resident Wellness and Performance - *Sahil Aggarwal, MD*
- Barriers to Increasing Diversity in Ophthalmology Fellowships: A Multi-Perspective Assessment - *Nicole Carvajal, BS*
- How do Ophthalmology Residency Program Websites Feature Diversity and Inclusion? *Samuel Cohen, BS*
- Ophthalmminute - Medical Education for the Social Media World - *Philip Dockery, MD, MPH*
- Significance of Female Faculty and Departmental Leadership on the Gender Balance of Ophthalmology Residents - *Tova Goldstein, MD*
- Trends in Racial and Ethnic Diversity of U.S. Residency Programs from 2011-2020 - *Lauren Hucko, MD, MPH*
- The Triple Threat: Creating a Bootcamp for Early Career Educators to Promote Excellence and Innovation in Clinical, Surgical, and Academic Teaching - *Yekaterina Joltikov, MD*
- Resident Surgeons' Perspectives on Intraoperative Gray Area Surgical Complications of Cataract Surgery - *Asher Khan, BS*
- Health Disparity Curricula for Ophthalmology Residents: Current Landscape, Barriers, and Needs - *Justin Anthony Lopez, BS*
- Integrating Internship into Ophthalmology Residency: Assessment of a Structured Microsurgical Curriculum and National Survey - *Hamidah Mahmud, BA, MPhil*
- Possible Impediments to Clinic Follow-Up for Hospital-Based Ophthalmology Consults - *Marez Megalla, MD*
- Using a Facebook Virtual Examination Room to Facilitate Engagement Among ROP Trainees - *Preeya Mehta, BA*
- Delivering Bad News in Ophthalmology - *Michael Migliori, MD, FACS*
- Optimizing Refractive Outcomes in Resident Cataract Surgeries - *Mubarik Mohamed, MD*
- All Fun and Games? Experiences Pre- and Post-Implementation of a Flipped Classroom Model - *Rachel Patel, MD*
- Interview Selection Process for Ophthalmology Residency Interviews - *Alex Pham, BS*
- Using Virtual Reality (VR) to Optimize the Asynchronous PGY1 Curriculum - *Jhansi Raju, MD*
- Standardization of On-Call Documentation - *Hetal Ray, MD*
- Quality Improvement in Microsurgical Technique: A Supervised Wet-Lab Curriculum for First-Year Ophthalmology Residents - *Fareed Rifai, MD*
- Factors Associated with Retention of Ophthalmology Trainees at Academic Medical Centers - *Emanuelle Rizk, BA*
- Measuring Job Satisfaction, Well-being, and Burnout Among Ophthalmology Educators - *Karissa Sealey*
- A Deep Dive into Ophthalmology Residency Milestones - *Erica Smith, MD*
- Use of Porcine Exenteration Specimens to Simulate Eyelid Trauma and Laceration Repair for Ophthalmology Residents - *Adanna Udeh, MD*
- Outcomes of a Formal Ophthalmology Residency Mentorship Program - *Sen Yang, BS*





# AUPO PROGRAM



# AUPO Annual Meeting Invited Guests and Speakers

**DAVID AMMAR, PhD**

Scientific Director Lions Eye  
Institute for Transplant and  
Research  
Aurora, CO

**LYNN ANDERSON, PhD**

Chief Executive Officer  
Joint Commission on Allied Health  
Personnel in Ophthalmology  
St. Paul, MN

**MICHAEL CHIANG, MD, PhD**

Director  
National Eye Institute  
Bethesda, MD

**DALE FAJARDO, EdD, MBA**

Vice President  
Education Division  
American Academy of  
Ophthalmology  
San Francisco, CA

**RUSTIN FLOYD**

Global Director and Head, HCP  
Training & Education  
Alcon Vision, LLC  
Fort Worth, TX

**HANS GROSSNIKLAUS, MD**

Chair, Board of Managers  
AUPO Fellowship Compliance  
Committee  
Atlanta, GA

**BRIAN HOFLAND, PhD**

President  
Research to Prevent Blindness  
New York, NY

**JAMES JORKASKY**

Former Executive Director  
National Alliance for Eye & Vision  
Research/  
Alliance for Eye & Vision Research  
Rockville, MD

**DAMIEN JOSEPH**

Central Application Service  
Manager  
San Francisco Matching Program  
San Francisco, CA

**TIMOTHY R. LOSCH, CMP**

Director  
San Francisco Matching Program  
San Francisco Association  
Management Services  
San Francisco, CA

**CHUCK MARSHALL**

Head, Academic Accounts  
Healthcare Professional Education  
Alcon Vision, LLC  
Fort Worth, TX

**JANIS M. ORLOWSKI, MD,  
MACP**

Chief Health Care Officer  
Association of American Medical  
Colleges  
Washington, DC

**DAVID W. PARKE, II, MD**

Executive Vice President and CEO  
American Academy of  
Ophthalmology  
San Francisco, CA

**KATHRYN PETERS, PMP**

Program Manager, OKAP,  
Assessment & Evaluation  
American Academy of  
Ophthalmology  
San Francisco, CA

**KATHLEEN QUINN-LEERING,  
PhD**

Review Committee Executive  
Director Accreditation Council for  
Graduate Medical Education  
Chicago, IL

**RAJESH K. RAJPAL, MD**

Chief Medical Officer  
Global Head of Clinical and  
Medical Affairs  
Johnson & Johnson Vision

**JAMES RAVASIO**

Director, Global KOL Management  
Johnson & Johnson Vision

**IRIS RUSH, CAE**

Executive Director  
Association for Research in Vision  
and Ophthalmology  
Bethesda, MD

**TIM STROK**

Senior Consultant  
SullivanCotter  
Springfield, MI

**DIANE SWIFT**

Chair  
Research to Prevent Blindness  
New York, NY

**DENNIS THOMATOS**

Manager  
San Francisco Matching Program  
San Francisco, CA

**DAVID J. WILSON, MD**

Executive Secretary  
Heed Ophthalmic Foundation  
Portland, OR

**DONALD ZACK, MD, PhD**

Guerrieri Professor of Genetic  
Engineering and Molecular  
Ophthalmology  
Director, Wilmer Eye Institute Stem  
Cell Ocular Regenerative Medicine  
(STORM) Center  
Baltimore, MD



# AUPO Annual Meeting Program

## Wednesday, January 26

6:30 AM – 5:30 PM	Registration Open	Caribbean Registration
1:00 PM – 5:00 PM	Boot Camp for New Chairs	Caribbean V
5:00 PM – 5:30 PM	New Program Director Member Reception with Program Directors Council and Mentors (by invitation)	Caribbean I
5:00 PM – 5:30 PM	New Director of Medical Student Education Member Reception (by invitation)	Caribbean III
5:15 PM – 6:15 PM	Boot Camp for New Chairs Reception (by invitation)	Spa Terrace
7:00 PM – 8:00 PM	Research Director Member Reception (by invitation)	Caribbean II

## Thursday, January 27

6:30 AM – 4:30 PM	Registration Open	Caribbean Registration
6:30 AM – 8:00 AM	Breakfast	Grand Salon Foyer
7:45 AM – 8:00 AM	AUPO Welcome and Updates	Grand Salons K-F
8:00 AM – 8:20 AM	<b>AUPO/AAO Straatsma Award for Excellence in Resident Education</b>	Grand Salons K-F
	8:00 AM – 8:05 AM Introduction - <i>Steven E. Feldon, MD, MBA</i>	
	8:05 AM – 8:20 AM Faculty Affairs - <i>Evan "Jake" Waxman, MD, PhD</i>	
8:20 AM – 8:40 AM	<b>Excellence in Medical Student Education Award Introduction and Lecture</b>	Grand Salons K-F
	8:20 AM – 8:25 AM Introduction - <i>Steven E. Feldon, MD, MBA</i>	
	8:25 AM – 8:40 AM The Role of the Ophthalmic Educator in the DEI Journey - <i>Janice C. Law, MD</i>	
8:40 AM – 8:45 AM	<b>AAO Commitment to Advocacy Award Presentation - <i>Mary Louise Collins, MD</i></b>	Grand Salons K-F
8:45 AM – 9:15 AM	Break	
9:15 AM – 10:35 AM	<b>Growing a Diverse and Inclusive Workforce: Current Efforts, Brainstorming New Ideas -</b> Organizer: <i>Joan W. Miller, MD</i> ; Moderators: <i>Ankoor Shah, MD, PhD</i> and <i>Sonal Tuli, MD, MEd</i>	Grand Salons K-F
	Growing and supporting a diverse, equitable, and inclusive environment within ophthalmology must be a strategic focus for the advancement of our field. This symposium will provide attendees an overview of diversity, equity, and inclusion (DEI) efforts across academic ophthalmology with a focus on the current state of our field, efforts to improve recruitment in trainees, strategies to alter the research landscape, and administrative approaches that facilitate inclusion. After several brief lectures, attendees will divide into small group "think-tanks" to generate actionable strategies. We will then reassemble as a large group for a think tank report out. A written document collating these collective thoughts will be distributed to members after the meeting.	
	9:15 AM – 9:18 AM Introduction - <i>Ankoor Shah, MD, PhD</i> and <i>Sonal Tuli, MD, MEd</i>	
	9:18 AM – 9:28 AM Departmental Efforts in DE and I: What We are Doing and Where We Need Help. A Report of our Departmental Survey - <i>Naresh Mandava, MD</i>	
	9:28 AM – 9:33 AM Discussion	
	9:33 AM – 9:43 AM Holistic Review Strategies: Moving Towards a More Diverse and Equitable Workforce - <i>Fasika Woreta, MD</i>	
	9:43 AM – 9:48 AM Discussion	
	9:48 AM – 9:58 AM The Minority Ophthalmology Mentoring Program and Pathway Programs: Bringing Collaboration and Innovation Together - <i>Anju Goyal, MD</i>	
	9:58 AM – 10:03 AM Discussion	
	10:03 AM – 10:13 AM Constructing a Pipeline: On-the-Fly Engineering - <i>William Brunken, PhD</i>	
	10:13 AM – 10:18 AM Discussion	
	10:18 AM – 10:28 AM Building a DEI-Sensitive Workplace - <i>Debra Rogers, MS</i>	
	10:28 AM – 10:33 AM Discussion	
	10:33 AM – 10:35 AM Conclusion - <i>Ankoor Shah, MD, PhD</i> and <i>Sonal Tuli, MD, MEd</i>	
10:35 AM – 10:45 AM	Transition to DEI Breakouts	



# AUPO Annual Meeting Program

## Thursday, January 27

10:45 AM – 11:30 AM	<b>Diversity, Equity and Inclusion (DEI) Think Tank Breakouts</b>	Grand Salons K-F, Salon A, B, C
	Join a small group “think-tank” to generate actionable strategies for growing and supporting diverse, equitable, and inclusive environments within ophthalmology. Each think tank will report their thoughts to the entire group. A written document collating these collective thoughts will be distributed to members after the meeting.	
11:30 AM – 11:40 AM	Transition Back to General Session for DEI Think Tank Report Outs	
11:40 AM – 12:15 PM	<b>DEI Think Tank Breakouts Report Out</b>	Grand Salons K-F
12:15 PM – 1:30 PM	Lunch Break	
1:30 PM – 3:15 PM	<b>Facing our Biggest Problems Together, to Position our Departments for the Future -</b> Organizer: <i>Joan W. Miller, MD</i> ; Moderators: <i>Sophie Bakri, MD</i> and <i>Royce Chen, MD</i>	Grand Salons K-F
	We face continually evolving challenges in academic ophthalmology. In this symposium, representatives from each member constituency will share a difficult topic that they face for discussion and input by the all-member audience. Bring your creative, problem-solving selves!	
	1:30 PM – 1:33 PM Introduction - <i>Sophie Bakri, MD</i> and <i>Royce Chen, MD</i>	
	1:33 PM – 1:43 PM Building the Faculty Team: Bringing out the Best in Everyone - <i>Kathryn Colby, MD, PhD</i>	
	1:43 PM – 1:53 PM Discussion	
	1:53 PM – 2:03 PM Rethinking the Resident Application and Match Process - <i>Dmitry Pyatetsky, MD</i>	
	2:03 PM – 2:13 PM Virtual Interviews: The Good, the Bad, and the (sometimes) Ugly - <i>Ariane Kaplan, MD</i>	
	2:13 PM – 2:33 PM Discussion	
	2:33 PM – 2:43 PM Research in a Clinical Department: Innovating Towards a Unified Culture - <i>David Calkins, PhD</i>	
	2:43 PM – 2:53 PM Discussion	
	2:53 PM – 3:12 PM Audience Discussion	
	3:12 PM – 3:15 PM Conclusion - <i>Sophie Bakri, MD</i> and <i>Royce Chen, MD</i>	
3:15 PM – 5:00 PM	Free Time	
3:30 PM – 5:30 PM	<b>Research Directors Quick Exchanges Session</b>	Grand Salon A
	This fast-paced ice-breaker event is a get-acquainted (or re-acquainted) opportunity for Directors of Research members. Congregating in pairs participants will have a limited time to introduce (or re-introduce) themselves, describe institutional set up (size, organization structure, etc) and discuss topics of common interest. Just as the conversation is getting started it will be time to greet your next colleague!	
6:00 PM – 7:00 PM	<b>AUPO Welcome Reception for all Attendees</b>	Ocean View Terrace

## Friday, January 28

6:30 AM – 4:15 PM	Registration Open	Caribbean Registration
6:45 AM – 7:45 AM	<b>Breakfast with Colleagues Networking Roundtables</b>	Grand Salon E
	Faculty Compensation Models - <i>Sonal Tuli, MD</i>	
	Introducing and Managing Scribes and Physician Extenders in Ophthalmology - <i>Craig R. Campbell, MPA</i>	
	Delivering Feedback to Faculty - <i>Kathryn Colby, MD, PhD</i>	
	Advancing Ophthalmology's Relevance in the Academic Medical Center - <i>Stephen D. McLeod, MD</i>	
	How are we Going to Assess Students Without a Step I Score? - <i>Saras Ramanathan, MD</i>	
	Ensuring Diversity, Equity, and Inclusion in the Residency Selection Process - <i>Fasika Woreta, MD</i>	
	Innovating Ways to Inspire Faculty to Teach - <i>Alice Lorch, MD</i>	
	Career Development for PDs/Mid-career Advising - <i>R. Michael Siatkowski, MD</i>	
	Engaging URM Students in Ophthalmology - <i>Pooja Bhat, MD</i>	
	Counseling the Struggling Student - <i>Judy Hoggatt, MD</i>	
	Maximizing the Visiting Student Experience - <i>Janice C. Law, MD</i>	



# AUPO Annual Meeting Program

## Friday, January 28

	Guiding Students Through the SFMatch Process - <i>Griffin Jardine, MD</i>	
	Research in a Clinical Department: Innovating Towards a Unified Culture - <i>David J. Calkins, PhD</i>	
	Building a Translational Research Program - <i>Naresh Mandava, MD</i>	
7:15 AM – 8:15 AM	Breakfast	Grand Salon Foyer
7:55 AM – 8:00 AM	<b>Welcome</b> - <i>Paul Lee, MD, JD</i>	
8:00 AM – 9:15 AM	<b>President's Symposium: A View on the Future of (Ophthalmology) Departments in Tomorrow's Academic Health Sciences Centers</b> - <i>Janis M. Orlowski, MD, MACP</i>	
	Join this session for insights on key competencies contributing to the success of academic health sciences centers. Learn how to plan for ongoing and future forces in medical education, clinical care and research in academic departments. "Mega trends" that will impact our future work in academic departments and health sciences centers will be highlighted.	
	8:00 AM – 8:02 AM	Introduction - <i>Paul Lee, MD, JD</i>
	8:02 AM – 8:47 AM	<i>Janis M. Orlowski, MD, MACP</i>
	8:47 AM – 9:12 AM	Audience/Panel Discussion
	9:12 AM – 9:15 AM	Conclusion - <i>Paul Lee, MD, JD</i>
9:15 AM – 9:30 AM	<b>The Best of Journal of Academic Ophthalmology (JAO)</b> - Moderator: <i>George (Jack) Cioffi, MD</i>	
	9:15 AM – 9:20 AM	Exploring Potential Schedule-related and Gender Biases in Ophthalmology Residency Interview Scores - <i>Chih-Chiun Jamie Chang, MD</i>
	9:20 AM – 9:25 AM	Comparison Between Medical Student Educators and Program Directors in 2010 and 2019 - <i>Prithvi Sankar, MD</i>
	9:25 AM – 9:30 AM	Applicant Perceptions Regarding the 2020-2021 Virtual Ophthalmology Residency Interview and Match Season - <i>Saumya Shah, MD</i>
9:30 AM – 10:00 AM	Break	
10:00 AM – 10:06 AM	<b>David Weeks Tribute</b>	
	10:00 AM – 10:02 AM	Introduction - <i>Brian Hofland, PhD</i>
	10:02 AM – 10:06 AM	David Weeks Tribute Video
10:06 AM – 10:31 AM	<b>RPB David F. Weeks Award for Outstanding Vision Research</b>	
	10:06 AM – 10:11 AM	Introduction and Presentation of Award - <i>Brian Hofland, PhD</i> and <i>Lucian Del Priore, MD</i>
	10:11 AM – 10:31 AM	From Retinal Development, to Degeneration, and Hopefully to Therapeutics - <i>Donald Zack, MD, PhD</i>
10:15 AM – 11:15 AM	<b>Application Potpourri</b> - Moderators: <i>Daniel Knoch, MD</i> and <i>Prithvi Sankar, MD</i>	
	This symposium will present common and often challenging cases regarding students applying into ophthalmology. Due to the numerous changes in the application process including limitations on away electives, the SFMatch system, virtual interviews, among many others, we will be presenting cases and then asking questions from the panel along with an audience poll. This is an interactive session.	
	Panelists: <i>Zachary Elkin, MD, MPH; Moran Roni Levin, MD; Jeffrey SooHoo, MD; Anne Wishna, MD</i>	
10:31 AM – 11:20 AM	<b>AUPO/RPB Resident and Fellow Research Forum</b>	
	10:31 AM – 10:33 AM	Introduction - <i>Kathryn Colby, MD, PhD</i>
	10:33 AM – 10:42 AM	A Hierarchical Bayesian Change Points Method to Study the Long-Term Natural History of Diseases - <i>Liangbo (Linus) Shen, MD</i>
	10:42 AM – 10:51 AM	Electric Fields Direct Optic Nerve Regeneration and Partial Recovery of Vision After Crush Injury - <i>Micalla Peng, BS</i>
	10:51 AM – 11:00 AM	Cryptococcal Meningitis Eye Study - <i>Tu Tran, MD, MSc</i>
	11:00 AM – 11:09 AM	Systemic Complement Activation in Non-Exudative Age-Related Macular Degeneration - <i>Jonathan B. Lin, MD, PhD</i>
	11:09 AM – 11:20 AM	Conclusions - <i>Kathryn Colby, MD, PhD</i>



# AUPO Annual Meeting Program

## Friday, January 28

11:20 AM – 12:15 PM	<b>Organization Reports</b>	Grand Salons K-F
	11:20 AM – 11:30 AM American Academy of Ophthalmology - <i>David W. Parke, II, MD</i>	
	11:30 AM – 11:40 AM American Board of Ophthalmology - <i>Andreas K. Lauer, MD</i>	
	11:40 AM – 11:50 AM National Eye Institute - <i>Michael Chiang, MD, PhD</i>	
	11:50 AM – 12:00 PM Research to Prevent Blindness - <i>Brian Hofland, PhD</i>	
	12:00 PM – 12:05 PM AUPO Fellowship Compliance Committee - <i>Hans Grossniklaus, MD</i>	
	12:05 PM – 12:10 PM SF Match - <i>Dennis Thomatos</i>	
	12:10 PM – 12:15 PM Alliance of Eye and Vision Research/National Alliance for Eye and Vision Research	
12:15 PM – 1:30 PM	Lunch Break	
12:30 PM – 2:30 PM	Research Directors Membership Meeting and Luncheon	Miami
1:30 PM – 3:00 PM	<b>Ophthalmology Review Committee (RC) Update</b> - Moderators: <i>Andreas K. Lauer, MD</i> and <i>Kathleen Quinn-Leering, PhD</i>	Grand Salons K-F
<b>CONCURRENT</b>	1:30 PM – 1:40 PM Introduction: RC Members and Meetings - <i>Andreas K. Lauer, MD</i>	
	1:40 PM – 1:50 PM ACGME News - <i>Kathleen Quinn-Leering, PhD</i>	
	1:50 PM – 2:15 PM RC News - <i>Andreas K. Lauer, MD; Leslie Jones, MD; and Stacy Pineles, MD</i>	
	2:15 PM – 2:25 PM Case Logs - <i>Laura K. Green, MD</i>	
	2:25 PM – 2:35 PM Block Diagrams - <i>Laura K. Green, MD</i>	
	2:35 PM – 2:45 PM Early Impact of COVID-19 on Surgical Training - <i>Andreas K. Lauer, MD</i>	
	2:45 PM – 3:00 PM Question and Answer	
1:30 PM – 3:00 PM	<b>Ophthalmology Medical Student Education Paper Session</b> - Moderators: <i>Anju Goyal, MD; Emily Graubart, MD; Lisa Kelly, MD, MEd</i>	Caribbean V -VIII
<b>CONCURRENT</b>	1:30 PM – 1:36 PM Welcome and Introduction of Paper Presentations - <i>Anju Goyal, MD</i> and <i>Lisa Kelly, MD, MEd</i>	
	1:36 PM – 1:43 PM Innovations in Ophthalmology Education in U.S. Medical School Curricula - <i>Saras Ramanathan, MD</i>	
	1:43 PM – 1:50 PM Teaching Slit-Lamp Biomicroscopy to Medical Students: Use of Adult-Learning Theory - <i>Blake Oberfeld, BS</i>	
	1:50 PM – 1:57 PM Assessment of Immediate and One Year Outcomes Following Local Ophthalmology Engagement Workshop for Underrepresented Students - <i>Matthew Martin, MD</i>	
	1:57 PM – 2:04 PM Creating Longitudinal Ophthalmology Education Experiences in UME: Pilot of an Online, Case-based Pediatric Ophthalmology Workshop - <i>Jessica Tran, BS</i>	
	2:04 PM – 2:09 PM Discussion of Presentation 1-4 - <i>Anju Goyal, MD</i> and <i>Lisa Kelly, MD, MEd</i>	
	2:09 PM – 2:16 PM Success of an Asynchronous Online Ophthalmology Course Designed for Medical Students Entering Primary Care Specialties - <i>Samareh Azar, MD</i>	
	2:16 PM – 2:23 PM Community Vision Screenings with Student-Led Eye Health Education Improves Student Knowledge and Health Disparities Awareness - <i>Tannia Rodriguez, MS</i>	
	2:23 PM – 2:30 PM Ophthalmology Clinical Competencies for Medical Students - <i>Kevin Schneider, MA, BA</i>	
	2:30 PM – 2:37 PM Launching a Mentorship, Research, and Virtual Shadowing Program for Underrepresented Minority Undergraduates During COVID-19 - <i>Edward Lu, BA</i>	
	2:37 PM – 2:42 PM Discussion of Presentation 5-8 - <i>Anju Goyal, MD</i> and <i>Lisa Kelly, MD, MEd</i>	
	2:42 PM – 2:43 PM General Grant Introduction - <i>Emily Graubart, MD</i>	
	2:43 PM – 2:50 PM Comparing the Efficacy of a Medical Student Virtual Versus in-person Microsurgical Skills Workshop - <i>Moran Roni Levin, MD</i>	
	2:50 PM – 2:51 PM Diversity, Equity, Inclusion, and Community Engagement Research Grant Introduction - <i>Lisa Kelly, MD, MEd</i>	
	2:51 PM – 2:58 PM Engaging URM in Ophthalmology through the Creation of a Hub for Ophthalmology Mentorship and Experiences (HOME) - <i>Joshua George, MPH</i>	
	2:58 PM – 3:00 PM Award to Best Paper and Wrap-up - <i>Anju Goyal, MD</i> and <i>Lisa Kelly, MD, MEd</i>	



# AUPO Annual Meeting Program

## Friday, January 28

2:30 PM – 3:30 PM	<b>Research Directors Grand Rounds</b> - Moderator: <i>Leslie Hyman, PhD</i>	Caribbean IV
	This interactive session will be based on real world situations faced by Research Director members. Input from everyone will be expected. The presenters will share their approach in resolving the issues they faced.	
3:00 PM – 4:00 PM	<b>Directors of Medical Student Education Membership Meeting/Open Forum</b> - Moderator: <i>Prithvi Sankar, MD</i>	Caribbean V- VIII
3:00 PM – 4:00 PM	<b>Program Director and Associate Program Director Membership Meeting/Open Forum</b> - Moderator: <i>Grace Sun, MD</i>	Grand Salons K-F
6:30 PM – 10:00 PM	<b>Reception and Banquet for all Attendees</b>	Grand Salons K-F

## Saturday, January 29

6:45 AM – 11:00 AM	Registration Open	Caribbean Registration
7:00 AM – 8:00 AM	<b>Breakfast with Colleagues Networking Roundtables</b>	Grand Salon E
	Compensation and Pay for Performance - <i>Frederick W. Fraunfelder, MD</i>	
	The Role of Optometry in the Academic Ophthalmology Department - <i>Jenny Hamlin, MHA</i>	
	7 Things I Wish I Knew Before I Became Chair - <i>Nicholas J. Volpe, MD</i>	
	Ways to Improve Philanthropy in Academic Ophthalmology Department - <i>Julia A. Haller, MD</i>	
	Promoting Diversity, Equity, and Inclusion in the Department - <i>Terri L. Young, MD, MBA</i>	
	Delivering Feedback to Residents and Managing Remediation - <i>Peter Macintosh, MD</i>	
	Tips for New Program Directors - <i>Royce Chen, MD</i>	
	Resident Wellness - <i>Ramya Swamy, MD, MPH</i>	
	How To Write a Good Letter of Recommendation - <i>Jullia Rosdahl, MD, PhD</i>	
	Developing Research Projects for Medical Students - <i>Moran Roni Levin, MD</i>	
	Building Global and Local Service Learning Opportunities - <i>Evan "Jake" Waxman, MD, PhD</i>	
	Role of Research Directors in Philanthropy - <i>Mark Petrash, PhD</i>	
	Annual Performance Evaluation and Academic Advancement of Faculty - <i>Steven J. Fliesler, PhD</i>	
7:00 AM – 8:15 AM	Breakfast	Grand Salon Foyer
8:15 AM – 9:30 AM	<b>Making the Most of the AUPO Compensation Survey</b> - Moderator: <i>Steven E. Feldon, MD, MBA</i>	Grand Salons K-F
	8:15 AM – 8:18 AM Introduction – <i>Steven E. Feldon, MD, MBA</i>	
	8:18 AM – 8:32 AM Guide to Using the Survey – <i>Tim Cibula, MPA:HA</i> and <i>Tim Strok</i>	
	8:32 AM – 8:46 AM Trends – <i>Thomas Mauger, MD</i> and <i>Robert La Follette, MBA, CMPE</i>	
	8:46 AM – 9:00 AM Gender and Ethnicity Results and Interpretation – <i>Kathryn Colby, MD, PhD</i> and <i>Terri Young, MD, MBA</i>	
	9:00 AM – 9:14 AM Benchmarks - <i>Salvatore Loiacono, Jr., MPA</i> and <i>James Tsai, MD, MBA</i>	
	9:14 AM – 9:28 AM COVID-Related Findings – <i>Robert La Follette, MBA, CMPE</i>	
	9:28 AM – 9:30 AM Conclusion - <i>Steven E. Feldon, MD, MBA</i>	
9:30 AM – 9:40 AM	Transition to Workshops	
9:40 AM – 10:55 AM	<b>Workshop: Faculty Compensation Survey Deep Dive and Q &amp; A</b> - Moderator: <i>Steven E. Feldon, MD, MBA</i>	Grand Salons K-F
CONCURRENT	During this workshop members of the AUPO Compensation Survey Committee will concentrate on the fine points of utilizing the faculty compensation survey to best advantage and answering questions.	
	Panelists: <i>Tim Cibula, MPA: HA</i> ; <i>Kathryn Colby, MD, PhD</i> ; <i>Robert La Follette, MBA, CMPE</i> ; <i>Salvatore Loiacono, Jr. MPA</i> ; <i>Thomas Mauger, MD</i> ; <i>Tim Strok</i> ; <i>James Tsai, MD, MBA</i> ; and <i>Terri Young, MD, MBA</i>	
9:40 AM – 10:55 AM	<b>Workshop: How to Approach Incorporating DEI Initiatives into the Curriculum</b> - Moderators: <i>Ariane Kaplan, MD</i> and <i>Lisa Kelly, MD, MEd</i>	Caribbean I- III
CONCURRENT	After a brief introduction of the topic and the goals, the audience will break out into small groups. Each group will discuss how they have incorporated DEI initiatives into their own curriculum and then report back to the larger group.	



# AUPO Annual Meeting Program

## Saturday, January 29

9:40 AM – 10:55 AM	<b>Workshop: Strategies to Increase DEI in Research</b> - <i>Mahnaz Shahidi, PhD</i> and <i>Leslie Hyman, PhD</i>	Caribbean IV
<b>CONCURRENT</b>	<p>There is increasing awareness of the importance of diversity to strengthen research coupled with the need to develop strategies to build diverse research teams, a diverse pipeline for future investigators, and diverse study populations. This workshop will offer a forum for the Research Directors to review best practices, share their experiences and propose novel approaches to improve diversity, equality and inclusion in our research efforts.</p>	
9:40 AM – 9:50 AM	DEI in Research in Departments of Ophthalmology – Where are we? – <i>Leslie Hyman, PhD</i>	
9:50 AM – 10:05 AM	Strategies to Fortify DEI in Research – <i>Mahnaz Shahidi, PhD</i>	
10:05 AM – 10:20 AM	DEI: The Indiana University Experience - <i>Tim Corson</i> and <i>Charline Boente, MD, MS</i>	
10:20 AM – 10:55 AM	Audience Discussion	
11:00 AM	Meeting Adjourns	





# ADMINISTRATOR PROGRAM



# Administrator Program Speakers

**CAMERON BLOUNT, MA**  
Administrator  
UC Davis Health – Eye  
Center  
Sacramento, CA

**JENNIFER HARTER**  
Administrator  
University of California,  
Davis School of Medicine  
Sacramento, CA

**KATHERINE J. HUPRICH, MBA**  
Administrator  
University of Texas Health  
Science Center at San  
Antonio  
San Antonio, TX

**MARGARET JONES, MBA**  
Administrator  
Vanderbilt University  
School of Medicine  
Nashville, TN

**CRAIG KISHABA, MBA, CMPE**  
Administrator  
University of California,  
San Diego School of  
Medicine  
LA Jolla, CA

**KEVIN KO, MBA, MHA**  
Administrator  
Washington University in  
St. Louis  
Saint Louis, MO

**CATHY KOWALEWSKI, MBA**  
Administrator  
Johns Hopkins University  
School of Medicine  
Baltimore, MD

**SALVATORE LOIACONO JR., MPA, CMPE**  
Administrator  
New York Eye and Ear  
Infirmary of Mount Sinai  
New York, NY

**ADRIENNE LLOYD, FACHE, MHA**  
CEO  
Optimize Healthcare  
Chapel Hill, NC

**DANA MILLET, MHA, RN**  
Administrator  
Medical University of  
South Carolina  
Charleston, SC

**DENISE L. RETTIG, MBA, MHA**  
Administrator  
University of Iowa  
Iowa City, IA

**DEBRA H. ROGERS, MS**  
Administrator  
Harvard Medical School  
Boston, MA

**RICK SEEFELDT, MHA**  
Administrator  
University of California San  
Francisco  
San Francisco, CA

**TETYANA SCHNEIDER, PHD**  
Administrator  
University of Wisconsin  
Medical School  
Madison, WI

**ABIGAIL STRICKLAND, MBA**  
Administrator  
University of Kansas  
Medical Center  
Prairie Village, KS

**JAMES C. TSAI, MD, MBA**  
Chair  
Icahn School of Medicine  
at Mount Sinai  
New York, NY

**BONNIE S. WANG, FACHE**  
Administrator  
Columbia University  
College of Physicians  
New York, NY

## Administrator Council

**CAMERON BLOUNT, MA**  
President

**SALVATORE LOIACONO, JR., MPA, CMPE**  
Vice-President

**GARYL GEIST, MACC**  
Secretary

**CRAIG KISHABA, MBA, CMPE**  
Treasurer

**JENNY HAMLIN, MHA**  
Past President

## Trustee-at-Large

**TIMOTHY CIBULA, MPH:HA**

**MARGARET JONES, MBA**

**ROGER PINKERT, MBA**

**SEAN M. POPPOFF**

## UAO Past Presidents

2019–2021  
**JENNY HAMLIN, MHA**

2017–2019  
**MICHELLE CHIZEK, MBA**

2015–2017  
**ROBERT LA FOLLETTE, MBA, CMPE**

2014–2015  
**JOHN MEADE, MPH**

2012–2014  
**WAYNE A. IMBRESIA, MPH, MHSA**

2010–2012  
**PERRY SCHECHTMAN, MPP**

2008–2010  
**DANIEL BADGLEY, MBA**

2006–2008  
**JONATHAN D. SMITH, MBA, MS, COE**

2004–2006  
**CHERYL FORMES, RN, BSN**

2002–2004  
**BRENT CARREAU, MBA, MPH**

2000–2002  
**RICKY BASS, MBA, MHA**

1997–2000  
**JEFF BARR**

1997  
**CRAIG HENRY**

1993–1997  
**RIVA LEE ASBELL**

1991–1992  
**MAUREEN KILL**

1989–1991  
**GALE MURPHY**

1985–1989  
**GABY KRESSLY**

1981–1985  
**MAIJA UOTILA-KAUFMAN**



# Administrator Program

## Wednesday, January 26

1:00 PM – 5:00 PM	<b>Administrator Boot Camp</b> - Moderators: <i>Cameron Blount, MA</i> and <i>Sean Poppoff</i>	Caribbean IV
1:00 PM – 1:05 PM	Welcome and Introduction - <i>Cameron Blount, MA</i>	
1:05 PM – 1:15 PM	Introduction to AUPO Organization and Resources - <i>Lisa Brown</i>	
	<b>Relationships</b>	
1:20 PM – 1:40 PM	Strategies for Working with Chair and Faculty - <i>Cathy Kowalewski, MBA</i>	
1:45 PM – 2:05 PM	Strategies for Working with Administration - <i>Cameron Blount, MA</i>	
2:10 PM – 2:20 PM	Q&A	
	<b>Research</b>	
2:30 PM – 2:50 PM	Vision Science Research Introduction - <i>Rick Seefeldt, MHA</i>	
2:55 PM – 3:15 PM	Introduction to Clinical Trials in Ophthalmology - <i>Dana Millet, MHA, RN</i>	
3:20 PM – 3:30 PM	Q&A	
	<b>Academic and Clinical Practice</b>	
3:40 PM – 4:00 PM	Benchmarking - <i>Kevin Ko, MBA, MHA</i>	
4:05 PM – 4:45 PM	Topics in Clinical Efficiency - <i>Denise Rettig, MBA, MHA; Abigail Strickland, MBA</i>	
4:45 PM – 4:55 PM	Q&A	
4:55 PM – 5:00 PM	Wrap-up - <i>Cameron Blount, MA</i>	
7:00 PM – 9:00 PM	<b>Administrator Reception and Announcements</b>	Riva Restaurant

## Thursday, January 27

7:00 AM – 7:45 AM	New Administrator Member Breakfast with Administrator Council	
7:45 AM – 8:00 AM	Welcome and Updates: <i>Cameron Blount, MA</i> and <i>Salvatore Loiacono Jr., MPA, CMPE</i>	Caribbean IV
8:00 AM – 9:00 AM	Vision Science Research at Columbia University - <i>Bonnie S. Wang, FACHE</i>	
9:00 AM – 9:15 AM	Break	
9:15 AM – 10:35 AM	Growing a Diverse and Inclusive Workforce: Current Efforts, Brainstorming New Ideas (see p.13)	
10:35 AM – 10:45 AM	Transition to DEI Think Tank Breakouts (see p.13)	
10:45 AM – 11:30 AM	Diversity, Equity and Inclusion (DEI) Think Tank Breakouts (see p.14)	
11:30 AM – 11:40 AM	Transition Back to General Session for DEI Think Tank Report Outs (see p.14)	
11:40 AM – 12:15 PM	DEI Think Tank Breakouts Report Out	
12:30 PM – 1:45 PM	Listserv Live – Working Lunch and Hot Topics - <i>Salvatore Loiacono Jr., MPA, CMPE</i> and <i>Garyl Geist, MACC</i>	Caribbean V
2:00 PM – 2:30 PM	My Backyard: UC Davis Eye Center - <i>Cameron Blount, MA</i> and <i>Jennifer Harter</i>	Caribbean IV
2:40 PM – 4:00 PM	John Meade Lecture: Define and Optimize your Authentic Leadership Style to Energize your Teams - <i>Adrienne Lloyd, FACHE, MHA</i>	
6:00 PM – 7:00 PM	AUPO Welcome Reception	Ocean View Terrace

## Friday, January 28

6:45 AM – 7:45 AM	Breakfast with Colleagues Networking Roundtables (see p.14)	
8:00 AM – 9:15 AM	President's Symposium: A View on the Future of (Ophthalmology) Departments in Tomorrow's Academic Health Sciences Centers (see p.15)	
9:30 AM – 10:00 AM	My Backyard: Vanderbilt University - <i>Margaret Jones, MBA</i>	Caribbean IV
10:00 AM – 10:30 AM	Site Neutral Payments: What now? - <i>Salvatore Loiacono Jr., MPA, CMPE</i> and <i>James Tsai, MD, MBA</i>	
10:30 AM – 11:00 AM	My Backyard: UTHSC San Antonio - <i>Katherine Huprich, MBA</i>	
11:30 AM – 12:15 PM	Centralized Funds Flow and Academic Ophthalmology - <i>Craig Kishaba, MBA, CMPE</i>	



# Administrator Program

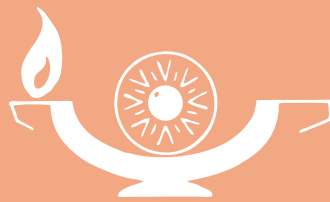
## Friday, January 28

1:00 PM – 5:00 PM	Administrator Lunch and Outing - Art and Culture Center of Hollywood	
6:30 PM – 10:00 PM	AUPO Banquet	Grand Salons K-F

## Saturday, January 29

6:45 AM – 11:00 AM	Registration Open	Caribbean Registration
7:00 AM – 8:00 AM	Breakfast with Colleagues Networking Roundtables (see p.17)	
7:00 AM – 8:15 AM	Continental Breakfast	
8:15 AM – 9:30 AM	Making the Most of the AUPO Compensation Survey (see p.17)	
9:30 AM – 9:40 AM	Transition to Workshops	
9:40 AM – 10:55 AM	Workshop: Faculty Compensation Survey Deep Dive and Q & A (see p.18)	
9:40 AM – 10:55 AM	Workshop: How to Approach Incorporating DEI Initiatives into the Curriculum (see p.18)	
9:40 AM – 10:55 AM	Workshop: Strategies to Increase DEI in Research (see p.18)	





# COORDINATOR PROGRAM



## Coordinator Program Speakers

**ASHLEY CARDONNA, BA**

Residency Program Coordinator  
Medical University of South  
Carolina  
Charleston, SC

**SYLIA CLAVIJO, MHA**

Residency Program Coordinator  
Vanderbilt University  
Nashville, TN

**ALDERAAN "ALLY" HEMPHILL,  
MBA, C-TAGME**

Residency Program Coordinator  
Eastern Virginia Medical School  
Lion's Center for Sight  
Norfolk, VA

**GRIFFIN JARDINE, MD**

Director of Medical Student  
Education  
John Moran Eye Center  
Salt Lake City, UT

**MEGHAN JOHNSON**

Residency Program Coordinator  
University of Utah  
Moran Eye Center  
Salt Lake City, UT

**SHARI KINNEBREW**

Residency Program Coordinator  
University of Cincinnati  
Cincinnati, OH

**DAMIEN JOSEPH**

CAS Manager  
SF Match  
San Francisco, CA

**ANDREAS K. LAUER, MD**

Chair, Department of  
Ophthalmology  
OHSU-Casey Eye Institute  
Portland, OR

**TIM LOSCH, CMP**

Director  
SF Match  
San Francisco, CA

**KATHLEEN QUINN-LEERING,  
PhD**

Executive Director for  
Ophthalmology RC  
ACGME  
Chicago, IL

**KATHRYN PETERS, PMP**

OKAP Program Manager  
American Academy of  
Ophthalmology  
San Francisco, CA

**SHERI SAMP**

Residency Program Coordinator  
University of Missouri Mason Eye  
Institute  
Columbia, MO

**DENNIS THOMATOS**

Match Manager  
SF Match  
San Francisco, CA

**CHANDLER THOMPSON**

University of Utah  
Moran Eye Center  
Salt Lake City, UT

## 2022 AUPO Program Coordinators Planning Committee

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Dartmouth Hitchcock Medical Center

**ALDERAAN "ALLY" HEMPHILL, MBA, C-TAGME**

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University of Washington

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Mason Eye Institute

**CHANDLER THOMPSON**

Moran Eye Center

## AUPO Program Coordinators Executive Council

**SUSAN MINNIEWEATHER, C-TAGME**

Casey Eye Institute



# Coordinator Program

## Thursday, January 27

7:00 AM – 7:45 AM	New Program Coordinator Welcome Breakfast	Caribbean VII
7:45 AM – 8:00 AM	AUPO Welcome and Updates	Caribbean I- III
8:00 AM – 8:20 AM	Straatsma Award for Excellence in Resident Education - Introduction and Presentation (see p. 13)	
8:30 AM – 8:45 AM	Welcome and Introductions; AUPOPC Executive Committee	Caribbean I- III
8:45 AM – 9:15 AM	Break	
9:15 AM – 10:35 AM	<b>Growing a Diverse and Inclusive Workforce: Current Efforts, Brainstorming New Ideas</b> (see p.13)	
10:40 AM – 11:10 AM	Ice Breaker and Team Building Exercise - <i>Meghan Johnson</i>	Caribbean I- III
11:15 AM – 12:15 PM	San Francisco Match & OKAP Updates - <i>Damien Joseph; Tim Losch, CMP; Dennis Thomatos; and Kathryn Peters, PMP</i>	
12:15 PM – 1:30 PM	Lunch Break	
1:30 PM – 3:15 PM	<b>Facing our Biggest Problems Together to Position our Departments for the Future</b> (see p.14)	
3:20 PM – 4:00 PM	Generational Differences in the Workplace - How To Make Your Team Strong - <i>Silvia Clavijo, MHA</i>	Caribbean I- III
6:00 PM – 7:00 PM	AUPO Welcome Reception	Ocean View Terrace
7:00 PM – 9:00 PM	Coordinator Social Activity	

## Friday, January 28

7:55 AM – 8:00 AM	General Session Welcome	Caribbean I- III
8:00 AM – 9:15 AM	<b>President's Symposium: A View on the Future of (Ophthalmology) Departments in Tomorrow's Academic Health Sciences Centers</b> (see p.15)	
9:20 AM – 9:35 AM	Reflection on Thursday Sessions - AUPOPC Executive Committee	Caribbean I- III
9:35 AM – 10:00 AM	Break	
10:00 AM – 10:30 AM	Site Pearls & ACGME Updates - <i>Kathleen Quinn-Leering, PhD</i> , Executive Director for Ophthalmology RC and <i>Andreas K. Lauer, MD</i> , Chair Ophthalmology RC	Caribbean I- III
10:35 AM – 10:55 AM	Professional Development - <i>Ally Hemphill, MBA, C-TAGME</i>	
11:00 AM – 12:00 PM	We Are Family Panel Discussion Panelists: <i>Susan Minnieweather, C-TAGME; Myduyen Ngo; Toni Haddad</i>	
12:00 PM – 1:30 PM	Lunch Break	
1:30 PM – 2:30 PM	So Many Tasks, So Little Time - Coordinator Daily Struggles Organization and Prioritizing Tasks - <i>Ashley Cardonna, BA</i> Time Management and Meeting with Busy Faculty - <i>Chandler Thompson</i> Better Utilization of Timelines and Checklists - <i>Ally Hemphill, MBA, C-TAGME</i>	Grand Salon D
2:30 PM – 3:20 PM	Empower Yourself Through Wellness - <i>Griffin Jardine, MD</i> Wellness Panel (interactive): <i>Meghan Johnson; Shari Kinnebrew; Sheri Samp</i>	
3:20 PM – 3:30 PM	Meeting Recap and Closing Remarks - AUPOPC Executive Committee	
6:30 PM – 10:00 PM	Reception and Banquet	Grand Salons K-F



# New Members\*

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Albert Einstein College of  
Medicine (NY)

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California (CA)

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Medical University of South  
Carolina (SC)

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University of Kentucky (KY)

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Wake Forest University (NC)

RACHEL WOZNIAC  
University of Rochester (NY)

JUSTIN YAMANUHA  
University of Minnesota (MN)



# New Members\*

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State University of New York,  
Upstate (NY)

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MBRIKENA SHARKA  
New York Eye and Ear  
Infirmary of Mount Sinai (NY)

DEBBIE SCHIFANELLA  
University of Texas Health  
Science Center at San Antonio  
(TX)

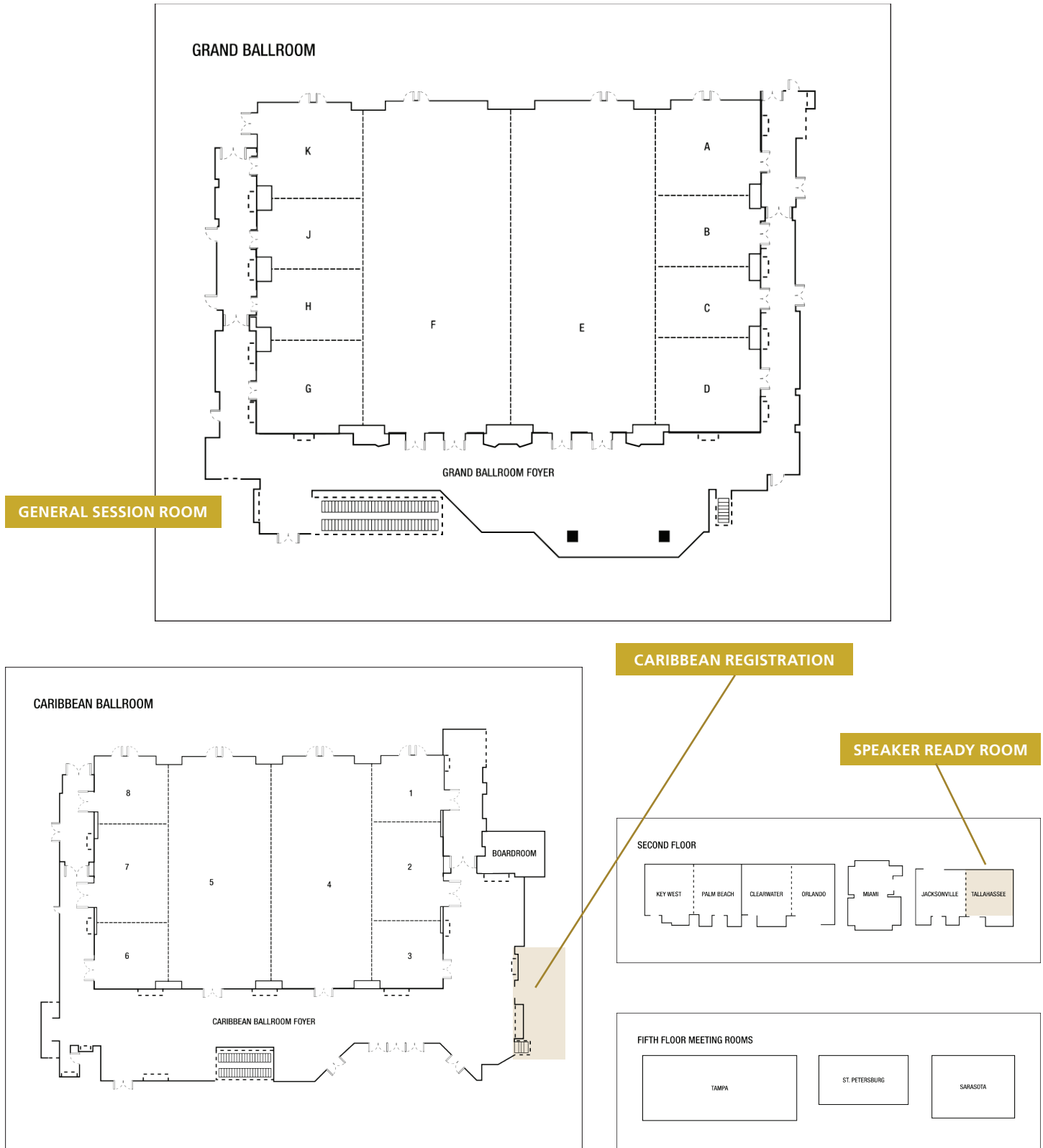
AMANDA TAN  
Medical College of Wisconsin  
(WI)

CLOVINA WALKER  
Rush University (IL)



# Hotel Map – AUPO Meeting Space

# Fort Lauderdale Marriott Harbor Beach Resort & Spa





*Save the Date!*

# AUPO 2023

January 25–28  
San Diego, CA

Hilton San Diego Bayfront







Association of University  
Professors of Ophthalmology

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