

Organizational Challenges in Accountability

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Institutional Goals

Given that sexual harassment will not disappear, we must equip learners, faculty and staff to prevent or escape abuse and intervene to protect others.

Priorities

- Ensure students are safe, supported.
- Senior leaders must report any Title IX complaints but should inform students that confidential options are available.
- E.g. BU 2 hour program for faculty, students and staff. (HR complaints doubled.)

Strategies: Can't address sexual, racial, LGBTQ harassment in isolation

Zero tolerance

vs.

Committed to a professional, collegial work environment, supportive of all personnel, that facilitates the best possible teaching, research & patient care.

Recent changes in best practices

Institutions pursue sexual harassment investigations to their completion.

No longer:

- terminate investigations if the accused faculty member resigns before the investigation has concluded.
- enter into confidentiality agreements with accused faculty in return for their voluntary departure.

Recent changes in best practices

- Holding faculty accountable
- Supervisors who do not promptly investigate complaints are also now being held to a higher standard.

Appropriate or Proportionate Sanctions

Moving target:

What was ok last year isn't ok this year. Some faculty don't make the transition.

Cup of Coffee initial strategy for first

report of comments: majority appalled by how their comment was interpreted or “knew the comment was inappropriate the second I said it”



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