

Councils, Committees, Task Forces Mission Statements

Access to Dermatologic Care Committee (ADCC)

Mission Statement:

The mission of the Access to Dermatologic Care Committee is to analyze the composition of the dermatologic workforce and assess manpower issues in the United States as well as raise awareness among dermatologists of health disparities. In addition, this Committee will obtain, evaluate, and disseminate scientifically sound data on the diversity of the dermatologic workforce, addressing the issue of sufficient numbers of dermatologists, and ameliorating manpower deficiencies in both civilian and government sectors.

Advisory Board

Mission Statement:

The Advisory Board is a committee of the Academy and Association Board of Directors, and as such, operates under the auspices of the AAD/A Board of Directors in accordance with the AAD/A Bylaws and Administrative Regulations.

The mission of the Advisory Board is to protect, promote, and preserve the interests of the individual practitioner of dermatology by:

1. Providing a forum for AAD/A members to present policy proposals for consideration by the AAD/A Board of Directors.
2. Serving as a conduit of information between AAD/A Advisory Board, the represented societies, and the AAD/A Board of Directors; and
3. Disseminating information on AAD/A policies and other issues vital to AAD/A member patients and practices.

Advisory Board Executive Committee

Mission Statement:

The Advisory Board is a committee of the AAD/A Board of Directors, and as such, operates under the auspices of the AAD/A Board of Directors in accordance with the AAD/A Bylaws and Administrative Regulations.

The mission of the Advisory Board is to protect, promote, and preserve the interests of the individual practitioner of dermatology by:

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3. Disseminating information on AAD/A policies and other issues vital to AAD/A members' patients and practices.

Appointment Selection Committee

Mission Statement:

The Appointment Selection Committee, chaired by the President-Elect, solicits appointment recommendations from the Board members, Governance Chairs and Deputy Chairs, and Residency Program Directors, for vacancies on councils, committees, and task forces (CCTF) for the upcoming appointment cycle.

Appropriate Use Criteria (AUC) Committee

Mission Statement:

To promote and advance the development of Appropriate Use Criteria related to diagnostic, prognostic and therapeutic options in the assessment and treatment of dermatologic conditions and when appropriate, work in concert with the expert resource groups.

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Audit Committee

Mission Statement:

The Audit Committee acts as an independent reviewer of the financial performance of the Academy and Association; members have a fiduciary responsibility to ensure the budgetary priorities and fiscal performance of the Academy and its affiliates are properly recorded and reported to the membership.

Augmented Intelligence Committee

Mission Statement:

This committee will undertake the work of positioning the AADA as the leading source to advocate and engage with efforts in augmented intelligence (Aul) and dermatology as the field continues to develop. The committee will spearhead efforts and initiatives to: 1) communicate with, educate and engage AADA members across a variety of forums regarding the implementation of Aul in practice; 2) collaborate with technology partners and regulators to influence the efficient development and effective deployment of human-centered Aul tools and systems; and 3) facilitate the advancement of research and commercial efforts in the field.

Budget Committee

Mission Statement:

The Budget Committee will review the proposed budgets of the American Academy of Dermatology and AAD Association and present recommendations to the Board of Directors. The Committee will also make recommendations during the fiscal year on financial resources that are necessary to carry out the Academy's priorities/activities.

Bylaws Committee

Mission Statement:

In accordance with guidelines set forth in the Academy and Association's administrative regulations, the Bylaws Committee shall review, analyze, and suggest revisions as it may deem necessary and appropriate to all proposed amendments to the Academy and Association's Bylaws or Articles of Incorporation that may originate either with the Board of Directors or by petition of qualified members.

Clinical Guidelines Committee

Mission Statement:

To promote and advance the development of evidence-based documents such as clinical practice guidelines related to the prevention, diagnosis, and treatment of dermatologic conditions and to support the Council on Education and Maintenance of Certification in the dissemination, and implementation of these guidelines.

Coding and Reimbursement Committee

Mission Statement:

The Coding and Reimbursement Committee (CRC) is a resource for AAD members with questions about correct coding or payor coding interpretation as well as Medicare carrier coding and reimbursement Local Coverage Determination (LCD) policies. The CRC interacts with payors on behalf of members where desired and appropriate. It also leads educational efforts on coding with the Academy. The CRC encourages representation and participation by dermatologists on those government and private committees and organizations to provide the greatest input for dermatologists.

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Community Outreach Programs Committee

Mission Statement:

The Community Outreach Programs Committee is responsible for identifying new endeavors and target audiences for which the Academy strives to work within select communities for specific dermatologic-related skin conditions. The committee helps to determine success metrics, criteria for outreach audiences and policies for growth and expansion.

Compensation Committee

Mission Statement:

The Committee would be charged with:

- reviewing and evaluating the compensation package of the Academy's CEO & Executive Director;
- overseeing and approving CEO & Executive Director benefits and perquisites;
- meeting annually to review executive compensation and benefits to ensure consistency with the marketplace and compliance with IRS standards; and
- making compensation, perquisites, and benefit recommendations to the Board of Directors for approval.

Congressional Policy Committee

Mission Statement:

The Congressional Policy Committee is charged to effectively and efficiently shape and implement the Academy's legislative agenda by shaping and vetting potential positions with respect to pending legislation and instigating strategies to convey support for those positions. The group would serve as a sounding board for staff, the Council chair, and Academy officers on issues requiring thoughtful but timely analysis as well as action plans for influencing the legislative process.

Corporate Relations Committee

Mission Statement:

Responsible for the review, evaluation and recommendation of policies related to corporate relations. Assist with guidance on, and participate as needed in, development of relationships with corporate supporters.

Council on Communications

Mission Statement:

The Council on Communications provides strategic oversight and direction that guides the development and implementation of multi-faceted communications program aimed at:

- Promoting American Board of Medical Specialties (ABMS) and American Osteopathic College of Dermatology (AOCD) board-certified dermatologists to the public and patients as THE experts in the diagnosis and treatment of the skin, hair, and nails.
- Sharing the AAD's brand story to members and promoting the value of membership
- Positioning dermatologists with health care policymakers as critical contributors to the health care system.
- Reinforcing dermatology as a specialty committed to advancing quality patient care through state-of-the-art scientific research.
- Encouraging public understanding of skin health, the impact of skin disease on patients, and behaviors that promote healthy skin, hair, and nails.
- Reinforcing the Academy's position on key issues affecting the specialty.

The Council is responsible for approving annual communications plans addressing our primary audiences of patients and the public, non-dermatologist physicians, policymakers, and AAD members and establishing policies and guidelines governing AAD communications initiatives. In addition to strategic direction, some direct oversight and approval, specifically of news releases and public service advertisements, is required.

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Council on Community, Corporate and Philanthropic Relations

Mission Statement:

The Council on Community, Corporate and Philanthropic Relations provides strategic direction for the Academy's overall efforts including community outreach initiatives that showcase the commitment of members to the public and position them as experts on skin health and fundraising activities to raise revenue for the Academy's programs and services.

Responsibilities include developing and adhering to policies, procedures and guidelines for Academy community programs and individual and corporate financial support. This committee will help and provide support in developing short and long-term plans for Community, Corporate and Philanthropic Relations.

Council on Education

Mission Statement:

The mission for the Council on Education is to ensure that the learning programs, products, and services provided are consistent with the vision and values for AAD Education.

Vision: The American Academy of Dermatology is recognized as the preeminent source for dermatology education.

Values:

- Learning Resources are evidence-based, timely and relevant
- Education programs are innovative and aligned with recertification and licensure requirements
- Education programs and products are engaging diverse audiences
- Delivery formats are designed to meet the needs and preferences of life-long learners

The portfolio of services and programs are consistent with AAD strategic priorities and initiatives.

Council on Government Affairs and Health Policy (GAHP)

Mission Statement:

The Council on Government Affairs and Health Policy will ensure that dermatologists and their patients are well-represented by providing leadership and oversight in the coordination of federal and state government affairs, health care policy and practice-related activities in an effort to cultivate member engagement, and to promote a culture of professional responsibility.

Council on Member Services

Mission Statement:

The Council on Member Services coordinates activities that provide service to all segments of membership. It serves to ensure that the Academy is meeting the current and future needs of members of all ages, stages of practice, membership category and country of residence. It also oversees programs to preserve the history of the Academy and the specialty and recognize those who serve in this and other leadership and volunteer capacities.

Council on Practice Management

Mission Statement:

To provide leadership, oversight and coordination in preparing dermatologists for the evolving practice environment through the development of dermatology-specific services and solutions that are the leading source to help dermatologists and their staff in any practice setting thrive personally and professionally at every career stage.

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Council on Science & Research

Mission Statement:

Promote, apply, and communicate the clinical science and research of dermatology to improve the quality of patient care.

Curriculum Task Force

Mission Statement:

The Curriculum Task Force develops and maintains the core curriculum of dermatology and the basic dermatology curriculum materials to ensure that the content includes diverse patient populations, currency of knowledge and is relevant to the field of dermatology.

Dermatopathology Rapid Response Committee (DRRC)

Mission Statement:

The Dermatopathology Rapid Response Committee is charged to focus not only on the ongoing performance and billing of dermatopathology services (office labs/who reads slides issues/choice of dermatopathologists consultant), but able to respond in a timely manner when other socioeconomic and state/federal regulatory issues arise.

DermCAC

Mission Statement:

DERMCAC is the national coalition of every dermatologist representative/alternate who has been selected by their state dermatology society to represent dermatologists in the state by attending quarterly meetings with their Carrier Medical Director to discuss Medicare coding issues and payment policy.

Dialogues in Dermatology (Editorial Board)

Mission Statement:

Dialogues in Dermatology, as the official podcast of the American Academy of Dermatology, educates its subscribers on current, practical information from the entire spectrum of dermatology and its subspecialties, and provides opportunities for improving their practice. Additionally, the audio presentation in a dialogue and commentary format enables the subscriber to utilize this information to improve their dermatological practice.

Diversity Committee

Mission Statement:

The purpose of the Diversity Committee is to promote cultural competence diversity awareness within the specialty of dermatology and increase diversity within the Academy among members, leaders, volunteers, and speakers.

Drug Pricing and Transparency Task Force

Mission Statement:

The Drug Pricing and Transparency Task Force is charged to investigate the dramatic increases in generic and specialty medications costs and use this information to advocate for both price transparency and for patients' access to affordable and effective generic, branded and specialty medications.

Education and Volunteers Abroad Committee

Mission Statement:

The purpose of the Education and Volunteers Abroad Committee is to improve dermatologic care to those in underserved areas through the provision of education and service. Their areas of focus include oversight for: Resident International Grant (RIG), Native American Health Service (NAHS), Skin Care in Developing Countries, Health Volunteers Overseas and Volunteers Aboard Course (VAC). Provide oversight for the Skin Disease Education Cards.

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Education Research Committee

Mission Statement:

The Education Research Committee identifies knowledge, competency, and practice gaps through the evaluation of the Academy's portfolio of educational activities. The Committee is also responsible for content resources through the Curriculum Task Force. The Committee synthesizes outcomes data and content analysis to address identified knowledge, competency, or practice gaps. Results are communicated to the appropriate committees, task forces and workgroups (CCTFs) to support program development.

Emerging Practice Models Committee

Mission Statement:

Prepare dermatologists for the changing practice environment by identifying and providing members with tools and resources for new practice models, workflows or technologies that will help members be successful, especially in value-based payment or alternative payment models.

Executive Committee

Mission Statement:

The Executive Committee is responsible for the management of the Academy when the Board of Directors is not in session. In particular, the Executive Committee shall be responsible for supervising and directing the activities of all councils and committees, including performing the specific supervisory functions described in the Administrative Regulations relating to councils and committees.

Grassroots Advocacy Task Force

Mission Statement:

The Grassroots Advocacy Task Force's (GATF) mission, in conjunction with Congressional (CPC) and State Policy (SPC) Committees, is to promote and enhance member engagement in the grassroots advocacy activities of the AADA. The GATF promotes leadership in dermatology and excellence in patient care through public policy education and advocacy.

Health Care Finance Committee (HCFC)

Mission Statement:

The Health Care Finance Committee (HCFC) monitors, advises, advocates and acts on payment policy issues that impact dermatologic services provided by AADA members. Such issues may involve payment guidelines and valuations, reporting initiatives that affect reimbursement, code editing software systems and claims processing. The HCFC will advocate for fair treatment of AADA members and their patients through appropriate interaction with and education of concerned parties, including AADA members.

Health IT Committee

Mission Statement:

To prepare dermatologists for the changing practice environment and the shift to value-based care, assist Academy members in utilizing telemedicine and other emerging technologies to improve practice quality, efficiency and value of care.

Investments Committee

Mission Statement:

The Investments Committee reviews Academy investment practices so as to achieve maximum return with greatest security of all funds.

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Individual Giving Committee

Mission Statement:

The Individual Giving Committee develops and implements strategies to increase charitable giving to the Academy by members and other individuals. Committee members will actively engage in peer-to-peer solicitations and ongoing stewardship of individual donors. Committee members will also assist in the identification and cultivation of prospective donors and serve as ambassadors for the philanthropic efforts of the Academy.

International Affairs Committee

Mission Statement:

The Committee on International Affairs promotes the interchange of information, skills, concepts, understanding, and friendship between the American Academy of Dermatology and its members with dermatology communities and dermatologists throughout the rest of the world. It also selects US/Canadian residents and fellows to receive scholarships provided by certain international dermatologic societies to attend their annual meetings. The Committee monitors the scholarship programs from foreign societies and services as an ombudsman for international members.

Intersociety Diversity Task Force

Mission Statement:

The mission of the Intersociety Diversity Task Force is to increase the number of under-represented minorities in dermatology residencies and promote cultural competency by sharing organizational objectives and initiatives that identify where individual expertise is most effectively focused and where joint/coordinated efforts are appropriate.

JAAD Publications Committee

Mission Statement:

Review issues of vital interest between the JAAD Editor-in-Chief (EIC), representing the editorial interests of the JAAD Journals, and the Board of Directors, representing the interests (financial and otherwise) of the American Academy of Dermatology (AAD). Act as a communications conduit/channel between the society and journal to ensure editorial independence and ethical conduct of all parties, and to avoid actual or the appearance of undue outside influence on journal editorial decisions.

The JPC serves as an advisory (only) committee to the leadership of the society and to the editors of all JAAD publications; and has no decision-making authority over the publication of manuscripts.

The JAAD Publications Committee will perform the following important functions:

- Evaluate and assess journal concerns identified by JAAD Editor/s or AAD Board.
- Review and advise the Editor/s and Board on necessary actions to ensure the editorial integrity of the journal.
- Provide expertise on scientific and publications policies, as well as legal and ethical considerations.
- Advise on cross-journal policies.

Leadership Development Steering Committee

Mission Statement:

To develop leadership skills in dermatologists, preparing and motivating them to serve effectively in:

- organized medicine,
- policy making, advocacy and practice management; and
- their careers.

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Learning Resources Committee

Mission Statement:

The Learning Resources Committee is responsible for the development of the Academy's self-directed learning activities, many of which are delivered in a digital format. The Committee serves in an advisory capacity to staff on new and existing learning activities that do not have oversight by a task force or committee. The Committee also makes recommendations on current self-directed learning activities for continued relevance.

Melanoma/Skin Cancer Community Programs Committee

Mission Statement:

The Melanoma/Skin Cancer Community Program Committee serves as an expert advisory committee for issues related to melanoma and other skin cancers and is responsible for the SPOTme™ skin cancer screening program under the SPOT Skin Cancer initiative. The Committee's work fortifies the Academy's leadership role in defining and directing a national public education campaign to eradicate and prevent skin cancer, focusing efforts on how to Prevent, Detect, and Live, which is SPOT Skin Cancer. The Committee's key activities are collecting trend data and metrics for melanoma and non-melanoma skin cancers, reviewing, and evaluating community outreach efforts and collaborating with other stakeholders to motivate key audiences to change their behavior through innovative activities and programs.

Member Communications Committee

Mission Statement:

The Member Communications Committee oversees and provides strategic direction on brand voice, tone, formats, and frequency of communications to Academy membership. The Committee's feedback and insight help to improve AAD and AADA member communications to increase member engagement with the Academy's brand and key messages.

Membership Committee

Mission Statement:

The Membership Committee ensures the integrity, consistency, and high standards of all membership categories by reviewing and evaluating all properly filed applications for membership and by developing recommendations as needed for the Board of Directors regarding membership applications, category benefits and requirements, and other policy changes requiring modification of Bylaw amendments, Administrative Regulations, and other policy documents.

Mohs Micrographic Surgery Committee (MMSC)

Mission Statement:

The Mohs Micrographic Surgery Committee will deliberate as a united voice of Mohs surgery organizations and provide guidance to the Academy on socioeconomic, education and research issues directly related to the provision of and patient access to Mohs Micrographic Surgery.

Named Lectureship Task Force

Mission Statement:

The Named Lectureship Task Force is responsible for administering and selecting recipients for the Marion B. Sulzberger Award Lectureship (Lila Gruber Fund of the Academy), Clarence S. Livingood, MD Lectureship, Lila and Murray Gruber Memorial Cancer Research Award and the Everett C. Fox, MD Memorial Award and Lectureship. The Task Force will periodically, review the Administrative Policies for each lecture and recommend revisions to the Board of Directors, as necessary. The Task Force will solicit nominations, review the qualifications of nominees in relation to the Administrative Policies, and recommend awardees to the Scientific Assembly Committee.

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Nominating Committee

Mission Statement:

The Nominating Committee shall screen and evaluate all nominees and select a definitive slate of highly qualified candidates for President-Elect, Vice President-Elect, Board of Directors and Nominating Committee member representative based on professional, scholarly and administrative skills, as well as geographic representation.

Organizational Structure Committee

Mission Statement:

The Organizational Structure Committee surveys and updates on a continuing basis the council, committee, and task force structure. The Committee makes recommendations to the Board of Directors for any changes to the organization.

Patient Access and Payer Relations Committee (PAPRC)

Mission Statement:

The Patient Access and Payer Relations Committee mission is to:

- 1) Educate insurers, employers, and other entities on the value of dermatology and dermatologic care for patients.
- 2) Build and foster relationships with insurers, employers, and other stakeholders.
- 3) Ensure that coverage and payment policies reflect work performed and allow for the highest quality of dermatologic care for our patients.
- 4) Promote patient access to dermatology care and the opportunity for dermatologists to participate through open insurer networks.

Patient Advocate Task Force

Mission Statement:

The Patient Advocate Task Force is responsible for serving as a point of coordination on educational, legislative, and research issues of shared concern between patients, patient advocacy groups and the AAD and AADA that support our shared goal of promoting, advancing, and sustaining the highest medical care for all patients with dermatologic disorders.

Patient Safety and Quality Committee

Mission Statement:

The Committee is responsible for Academy activities related to creating a culture of patient safety and continuous measurement and improvement in dermatology.

Performance Measurement Committee

Mission Statement:

The committee's mission is, to the extent possible, to identify gaps in care, recommend topics for evidence-based clinical guidelines for areas where measures are needed, develop quality performance measures for dermatology, promote their implementation in various internal and external programs, and evaluate their effectiveness in improving care. The committee will also stay abreast of quality and patient safety-related developments within the National Quality Forum (NQF), Physician Consortium for Performance Improvement (PCPI), the Agency for Healthcare Research and Quality (AHRQ), Centers for Medicare and Medicaid Services (CMS), private carriers, and others.

Practice Operations Committee

Mission Statement:

To translate the evolving healthcare environment into practical, useful tools and resources for members to optimize practice efficiency, effectiveness and value.

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Professionalism and Ethics Committee

Mission Statement:

The Professionalism and Ethics Committee prepares, maintains, and disseminates guidelines outlining a code of conduct and ethical principles for dermatologists. The Committee also develops regulations and administrative procedures facilitating their implementation. It reviews complaints or charges alleging violation of these guidelines by members or staff of the Academy. Finally, the Committee develops and disseminates educational content related to ethics and professionalism in dermatology to members of the Academy.

Public Education Committee

Mission Statement:

The Public Education Committee develops accurate, clear, and concise Academy content to educate the public and patients about the diagnosis and medical, surgical, and cosmetic treatments of skin, hair, and nail conditions. This includes printed, online and video public education content that emphasizes the board-certified dermatologist as the medical expert for skin, hair, and nail conditions.

Regulatory Policy Committee

Mission Statement:

The Regulatory Policy Committee is charged to coordinate the Academy's activities related to all federal regulatory agencies whose activities have the potential to affect the prevention, diagnosis and treatment of diseases related to the skin, hair, and nails, primarily those within the Department of Health and Human Services (except Centers for Medicare and Medicaid Services). The Committee will monitor proposed regulations and coordinate Academy responses, serve as a resource to the agencies, promote the Academy's public health agenda, and ensure a safe and efficient practice environment for dermatologists and their patients.

Residents/Fellows Committee

Mission Statement:

The Resident/Fellows Committee supports the interests of and addresses issues of concern to residents and fellows in training during post graduate education. It promotes effective communication and action toward these ends between individuals, training programs, graduate medical education societies, and the Academy.

Resource-Based Relative Value Scale and Current Procedural Terminology Committee

Mission Statement:

The Resource-Based Relative Value Scale and Current Procedural Terminology (RUC/CPT) Committee is charged with overseeing the Academy and Association's involvement with all American Medical Association/Specialty Societies Relative Value Update Committee (RUC) and Current Procedural Terminology (CPT) Editorial Panel activities and is mandated to review and facilitate the activities, strategies and proposals of the RUC and the CPT teams, advise the RUC and the CPT teams, clarify responsibilities and offer solutions, and assist with team organization needs such as streamlining communications. It is also mandated to assist with the retention, recruitment, and succession of participants in the RUC/CPT processes, convey the Academy's concerns and feedback to the RUC and the CPT teams, and work with staff in ensuring that the support staff needs of the RUC and CPT teams are met. The RUC/CPT Committee strives to ensure that the Academy's membership is represented on the RUC and the CPT Editorial Panel.

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Scientific Assembly Committee

Mission Statement:

The Scientific Assembly Committee plans, implements and evaluates the educational programs of the Annual Meeting and AAD Innovation Academy. These educational programs should include but not be limited to the enhancement of quality and safety of dermatologic care. It also maintains and advances the excellence of educational programs based on scientific, clinical and practice information needs of the membership.

Self-Assessment Task Force

Mission Statement:

The Self-Assessment Task Force is responsible for the development and oversight of AAD self-assessment activities. The task force makes recommendations for new self-assessment activities and phasing out activities that no longer meet a member need. The task force creates content development workgroup(s) to ensure relevant and timely delivery of self-assessment activities.

SkinPAC Board of Advisors (Board)

Mission Statement:

The American Academy of Dermatology Association Political Action Committee (SkinPAC) is a non-partisan voluntary, non-profit, unincorporated association operating as a separate, segregated fund of the American Academy of Dermatology Association. It is the intent of SkinPAC to help the Association achieve its legislative goals by supporting the election or reelection of candidates to Congress who share the Association's Commitment to the specialty of dermatology. To further these purposes, SkinPAC is empowered to solicit directly or indirectly, accept voluntary personal contributions, and to make expenditures in connection with the election of candidates to federal office.

State Policy Committee

Mission Statement:

The State Policy Committee is charged to serve as a sounding board for staff, the Council chair, and Academy officers on state issues requiring thoughtful but timely analysis. This committee will develop member expertise and leadership on state issues pertinent to dermatology and provide key input to staff in developing positions and strategy. This committee will assist staff in monitoring trends and in quickly responding to rapidly changing events at the state level. This committee would be the first line in evaluating requests from state dermatology societies for Academy funds to be used for advocacy efforts (the State Advocacy Funds).

State Society Relationships Committee

Mission Statement:

The State Society Relationships Committee is charged to develop, expand, and enrich Academy relations with state societies and their leaders to increase our cooperative work toward common goals and development/support of state initiatives.

Sulzberger Dermatologic Institute and Education Grants Committee

Mission Statement:

The Sulzberger Dermatologic Institute and Education Grants Committee oversees the activities of both the Sulzberger Institute for Dermatologic Education and the PICMED grants programs ensuring that the processes for selection and support of the activities are consistently applied. Workgroups may be assigned to each of the functions to ensure alignment with the intended purposes of the individual grants processes.

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Teledermatology Task Force

Mission Statement:

Advance the understanding how teledermatology might help to position the specialty and our members, be integrated into practice workflows, and improve patient care. Coordinate specialty-wide advocacy and education about the ethical use of high quality teledermatology and ethical standards.

World Congress Fund Review Task Force

Mission Statement:

The World Congress Fund Review Task Force reviews and sets policies and awarding priorities for scholarships, grants, and other appropriate international educational activities from the interest generated from the endowment established with the balance of funds from the 18th World Congress of Dermatology.

Young Physicians Committee

Mission Statement:

The Young Physicians Committee represents and supports the interests of physicians 40 and under or within eight years of completion of residency training by promoting their engagement in Academy programs and by fostering their personal and professional development in preparation for leadership roles in organized medicine and in their communities.