EXECUTIVE SUMMARY

Aimee K. Gardner, PhD

Associate Dean for Faculty Development
Director, Academy of Medical Educators
Associate Vice Chair of Education, Department of Surgery
Professor, Department of Surgery
University of Colorado Anschutz School of Medicine

A nationally recognized academic leader, organizational strategist, and scholar, I bring a distinctive combination of expertise in organizational effectiveness, faculty and leadership development, strategic planning, assessment, and educational innovation. Trained as an Industrial-Organizational Psychologist and currently serving as Associate Dean for Faculty Development, Director of the Academy of Medical Educators, and Professor with Tenure at the University of Colorado School of Medicine, I have built a career focused on helping institutions achieve strategic goals through the development of people, systems, culture, and leadership.

Area	Sample Demonstrations of Excellence
Strategic Vision & Leadership	○ More than 15 years of progressive leadership experience spanning the University of Colorado, Baylor College of Medicine, UT Southwestern Medical Center, and multi-institutional healthcare organizations. ○ Led institutional strategic planning efforts, multi-year action plans, continuous quality improvement initiatives, accreditation activities, organizational change efforts, and cross-functional collaborations supporting academic excellence and operational effectiveness. ○ Provides strategic leadership for faculty development initiatives serving more than 6,000 faculty members and has developed campus-wide collaborations that align resources, improve coordination, and advance institutional priorities. ○ Founder and CEO of SurgWise Consulting, advising organizations on talent development, assessment, leadership, and organizational performance.
Academic & Educational Leadership	○ Extensive experience leading faculty affairs, educational innovation, assessment, accreditation, curriculum development, leadership development, and organizational improvement initiatives. ○ Developed and scaled numerous institutional programs, including simulation centers, research networks, innovation programs, and campus-wide faculty development offerings.
Research & Scholarship	○ Secured more than $865,000 in research funding and produced more than 130 peer-reviewed publications, ○ Research portfolio focuses on organizational effectiveness, faculty development, assessment, talent selection, simulation-based education, feedback, leadership, diversity and inclusion, and artificial intelligence in professional development. ○ Serves in editorial leadership roles for multiple international journals and has received numerous national awards recognizing excellence in educational leadership, research, innovation, and mentorship.
Financial & Resource Management	○ Overseen complex academic and administrative portfolios spanning faculty development, simulation, educational innovation, grants programs, and institutional initiatives, with responsibility for budget planning, resource allocation, program evaluation, personnel management, and long-term sustainability. ○ Led the creation and administration of faculty bonus programs, educational grants programs, faculty travel awards, and innovation funding initiatives.
Talent Recruitment, Retention, & Development	○ Nationally recognized authority in talent identification, assessment, faculty advancement, leadership development, mentoring, and retention strategies. ○ Designed evidence-based recruitment, selection, onboarding, mentoring, promotion, and professional development programs that enhance organizational culture and workforce performance. ○ Mentored faculty, trainees, students, educational leaders, and international scholars across disciplines and institutions, while cultivating environments that support engagement, belonging, advancement, and excellence. ○ Known for leveraging faculty and leadership development as strategic tools to strengthen institutional culture, organizational capacity, and long-term academic success.
Inter/National Leadership	○ President, Association for Surgical Education (2025–2026) ○ Fulbright U.S. Scholar, Fellow of the Association for Medical Education in Europe, and recognized among the world's leading experts in surgical education and graduate medical education. ○ Recognized for building collaborations that translate evidence-based practices into scalable institutional solutions that improve organizational performance and academic outcomes.

Aimee K. Gardner, PhD
Curriculum Vitae

I. BIOGRAPHICAL INFORMATION

A. Education

Bachelor of Arts, Psychology
University of Arkansas, Fayetteville, Arkansas
2004 – 2008

Master of Arts, Industrial-Organizational Psychology
University of Akron, Akron, Ohio
2008 – 2010

Doctorate, Industrial- Organizational Psychology
University of Akron, Akron, Ohio
2010 – 2013

B. Academic Appointments

Instructor, Psychology; Statistics; Research Methods
Department of Psychology
University of Akron, Akron, Ohio
2008 – 2011

Director, Simulation Training & Research
Center for Simulation & Integrated Healthcare Education
Austen BioInnovation Institute in Akron, Akron, Ohio
2011 – 2023

Associate Director of Education
Director of Surgical Education Research
Associate Director of Simulation
Assistant Professor of Surgery
Department of Surgery
University of Texas Southwestern Medical Center, Dallas, Texas
2013 – 2016

Assistant Dean of Evaluation & Research, School of Health Professions
Associate Professor with Tenure, Health Professions, Psychiatry, Surgery, and Education, Innovation, & Technology
Baylor College of Medicine, Houston, Texas
2017 – 2021

Associate Dean
Baylor College of Medicine, Houston, Texas
2021 – 2023

Professor with Tenure, Health Professions, Psychiatry, Surgery, and Education, Innovation, & Technology
Baylor College of Medicine, Houston, Texas
2022 – 2023

Research & Evaluation Consultant
Center for Professionalism
Baylor College of Medicine, Houston, Texas
2023

Associate Dean for Faculty Development
Director, Academy of Medical Educators
Professor with Tenure, Department of Surgery
University of Colorado School of Medicine, Aurora, CO
2023 – present

Associate Vice Chair of Education, Department of Surgery
University of Colorado School of Medicine, Aurora, CO
2026 – present

C. Other Advanced Training

Honorary Fellowship in Medical Simulation
Summa Health System, Akron, Ohio
2011 – 2013

Simulation Instructor Course
Center for Medical Simulation, Boston, Massachusetts
2016

Improv Comedy Level 5 Certification
Station Theater, Houston, Texas
2017 – 2019

Career Advancement & Leadership Skills for Women in Healthcare
Harvard Medical School
2021

Fulbright U.S. Scholar
Royal College of Surgeons of Ireland
2024

Organizational Leadership in Academic Medicine (OLAM)
Association of American Medical Colleges
2026

D.Honors/Awards

2008 Marie Wilson Howells Outstanding Psychology Student Award
2008 Academy of Management (AOM) Best Paper Award
2011 American Psychological Association (APA) Student Travel Award
2012 Society of Industrial Organizational Psychology (SIOP) Doctoral Consortium Fellow
2013 Robert Flora/Linda Upp Award for Medical Education Research
2015 Association for Surgical Education (ASE) Recognition of Excellence Award
2015 Association for Surgical Education (ASE) Paper of Distinction Award
2016 Association for Surgical Education (ASE) Recognition of Excellence Award
2016 American College of Surgeons (ACS) and Association for Surgical Education (ASE) Medical Student Simulation-based Surgical Skills Curriculum Best Paper Award
2016 Association for Surgical Education (ASE) Paper of Distinction Award
2016 Nomination for the Southwestern Academy of Teachers (SWAT) Academy
2017 American Journal of Surgery Best Paper Award
2017 Robert A. Phillips Research Award
2018 Most Tweeted Article Award, Journal of Surgical Education
2019 Association of Medical Education in Europe (AMEE) Best Research Paper Award
2020 Norton Rose Fulbright Faculty Excellence Award in Educational Research
2020 Academy of Distinguished Educators, Baylor College of Medicine (BCM)
2021 Association for Medical Education in Europe (AMEE) Miriam Friedman Ben-David Educators Award
2022 ExpertScape Top 0.1% World Experts in General Surgery
2022 ExpertScape World Expert in Graduate Medical Education
2022 Fellow, Association for Medical Education in Europe (AMEE)
2022 Top Cited Article Award, The Clinical Teacher Journal
2022 Society of American Gastrointestinal and Endoscopic Surgeons (SAGES) Recognition of Excellence Award
2022 Norton Rose Fulbright Faculty Excellence Award in Educational Leadership, BCM
2022 Houston Innovation Map "2022 Houston Innovator to Know"
2022 International Conference on Residency Education (ICRE) Conference "Best Tweet" Award
2023 Society of American Gastrointestinal and Endoscopic Surgeons (SAGES) Recognition of Excellence Award
2023 1st Place, BCM Education Hackathon Pitch Event
2024 U.S. Scholar Award, Fulbright Association
2024 CU Celebrates Recognition Award for Leadership & Mentoring
2025 Article of Influence, Society for Simulation in Healthcare
2025 CU Celebrates Recognition Award for Administrative Leadership
2025 CU Celebrates Recognition Award for Positive Contributions to Work Environment

2025 CU Celebrates Recognition Award for Academy of Medical Educators Leadership
2026 Benson Faculty Club Member of the Month (March)
2026 Fellow, Association for Surgical Education
2026 CU System AI Recognition Award for Scholarly & Creative Work
2026 CU Celebrates Recognition Award for Faculty Development Efforts
2026 CU Celebrates Recognition Award for Leadership

E. Non-Academic Positions

President & Chief Executive Officer
SurgWise Consulting, LLC
2016 – present

II. RESEARCH INFORMATION

A. **Research Support** ($865,614 total to date)

Title: Critical decisions: Improving patient safety and healthcare delivery effectiveness through serious gaming technology
University of Texas Healthcare Safety and Effectiveness Grant Program
Co-Investigator: Aimee Gardner, PhD
July 2013 – June 2014
$100,000

Title: Developing a clerkship surgical skills curriculum: Standardization and the impact of goal setting on performance.
University of Texas Southwestern Academy of Teachers Educational Grants Program
Principal Investigator: Aimee K. Gardner, PhD
September 2014 – August 2015
$5,000

Title: Does current multi-modality flexible endoscopy training result in competency?
SAGES Fundamentals of Endoscopic Surgery Research Grant
Principal Investigator: Aimee K. Gardner, PhD
June 2015 – May 2016
$24,460

Title: Development of a proficiency based skills curriculum for the Fundamentals of Endoscopic Surgery
SAGES Fundamentals of Endoscopic Surgery Research Grant
Principal Investigator: E. Matthew Ritter, MD
Co-Investigator: Aimee Gardner, PhD
June 2015 – May 2017
$30,000

Title: Enhanced Communication during Handovers from the Operating room (ECHO)
University of Texas Healthcare Safety and Effectiveness Grants Program
Co-Investigator: Aimee Gardner, PhD
July 2015 – June 2017
$100,000

Title: Passing the Fundamentals of Endoscopic Surgery (FES) exam: Linking specialty choice and attitudes about endoscopic surgery to success.
SAGES Fundamentals of Endoscopic Surgery Research Grant
Principal Investigator: Aimee K. Gardner, PhD
September 2016 – August 2017 $9275

Title: TASSL Conference
Grant Boston Scientific
September 2018
$5500

Title: TASSL Conference
Grant 3D Systems
September 2018
$2500

Title: TASSL Conference
Grant Medtronic
September 2018
$6000

Title: TASSL Conference
Grant Intuitive Surgical
September 2018
$4000

Title: Diversity-themed Book Distribution for Low Income Elementary Students
First Book
January 2021
$2280

Title: Building Home Libraries for At-Risk Children in Houston
Books Between Kids
January 2021
$1500

Title: Building Home Libraries for At-Risk Children in Houston
Lisa Libraries
2021
$536

Title: Lifestyle Medicine Curriculum
Development Health Services Research
Senior Faculty Mentor: Aimee K. Gardner, PhD
August 2017 – July 2022
$464,563

Title: Giving, receiving, and using feedback effectively and inclusively: An evidence-based curriculum
BCM Department of Education, Innovation, and Technology
Co-Principal Investigator: Aimee K. Gardner, PhD
September 2021 – August 2023
$50,000

Title: Development of a Financially Responsible and Equitable Education (F.R.E.E.) Curriculum
BCM Department of Education, Innovation, and Technology
Co-Principal Investigator: Aimee K. Gardner, PhD
May 2023 – June 2024
$25,000

Title: Transforming Feedback Education for Pediatric Trainees through Avatar-Based Learning
Association of Pediatric Program Directors
Co-Principal Investigator: Aimee K. Gardner
July 1, 2026 – June 30, 2027
$10,000

B. National Scientific and Professional Participation

1. Editorial Contributions

Associate Editor, *BMJ Simulation & Technology Enhanced Learning*, 2017 – 2021
Associate Editor, *International Journal of Healthcare Simulation*, 2021 – present
Associate Editor, *Global Surgical Education*, 2021 – 2024

2. Review Panels & Selection Committees

Ad Hoc Reviewer, *American Journal of Surgery*
Ad Hoc Reviewer, *Annals of Surgery*
Ad Hoc Reviewer, *Journal of the American College of Surgeons*
Ad Hoc Reviewer, *Journal of Surgical Education*
Ad Hoc Reviewer, *Medical Teacher*
Ad Hoc Reviewer, *Simulation and Gaming Journal*
Ad Hoc Reviewer, *Simulation in Healthcare Journal*
Ad Hoc Reviewer, *Surgical Endoscopy*

3. Professional Society Membership

American College of Surgeons (ACS), 2013 – 2020

Blue Ribbon Committee, 2025 - present
ACS Accredited Educational Institutes, (ACS-AEI), 2014 – 2022
Faculty Development Committee, 2014 – 2021
Program Advisory Committee, 2016 – 2018
Association for Medical Education in Europe (AMEE), 2017- present
ASPIRE Faculty Development Committee, 2025 - present
Association of Program Directors in Surgery (APDS), 2013 – present
Association of Schools for Advancing Health Professions, 2017 – 2023
Association for Surgical Education (ASE), 2013 – present
Assessment & Evaluation Committee, 2013 – present
Faculty Development Committee, 2017 – present
Membership Committee (invited), 2013 – 2017
Simulation Committee, 2013 – present
Society of Directors of Research in Medical Education (SDRME), 2024 - present
Society for Industrial and Organizational Psychology (SIOP), 2007 – present
Society for Simulation in Healthcare (SSIH), 2011 – present
Surgery Special Interest Group, 2013 – 2017
Perioperative Affinity Group, 2014 – 2017
Co-Chair, Faculty Development Expert Consensus Group (invited), 2020 – 2024
Texas Society for Advancement of Health Professions, 2017 - 2023

4. Elected Positions

ACS Accredited Educational Institutes, (ACS-AEI), 2014 – 2023
Vice-Chair (elected), Curriculum Committee 2015 – 2020

Association for Surgical Education (ASE), 2013 – present
Board of Directors, Association for Surgical Education (invited), 2019 – present
Program Committee (elected), 2018 – present
Vice Chair (elected)**,** Simulation Committee, 2016 – 2017
Chair (elected)**,** Simulation Committee, 2017 – 2019
Executive Committee (elected)**,** 2021 – present
Co-Chair, Education Scientist Meet & Greet, 2015 – 2018
Surgical Education Research Fellowship (SERF) Advisor (invited), 2014 – 2015; 2016 – 2017; 2019-2020
Program Chair (elected), 2021 – 2022
Treasurer (elected), 2021 – 2023
Vice President (elected), 2023 – present
President-Elect (elected), 2024-2025
President (elected), 2025 - 2026

Society of American Gastrointestinal and Endoscopic Surgeons (SAGES), 2013 – present
Communications Committee (invited), 2015 – 2016
Consultant, Video-based Assessment Task Force (invited), 2016 – present
Fundamentals of Endoscopic Surgery Committee (invited), 2014 – 2020
Research Committee (invited), 2016 – 2023

Society for Simulation in Healthcare (SSIH), 2011 – present
Grant Review Committee (invited), 2017
Research Summit Guidelines (invited), 2021-2023

Texas Association of Surgical Skills Laboratories (TASSL), 2013 – 2023
Executive Council (elected), 2014 – 2023
President (elected)**,** 2017 – 2018

Texas Society for Advancement of Health Professions, 2017 – 2023
Grant Review Committee (invited), 2017 – 2018
Chair (invited), Student Award Committee, 2019 – 2022
Executive Board Member (elected x2), 2019 – 2023

Invited Moderator/Panelist for National Meetings

Association for Medical Education in Europe (AMEE)
Moderator, Research Papers, Annual Meeting 2021
Association for Surgical Education (ASE)
Moderator, Paper Session, Annual Meeting 2015
Panelist, Simulation for Applicant Assessment, Annual Meeting 2017
Moderator, Paper Session, Annual Meeting 2017
Moderator (x2), Paper Session, Annual Meeting 2018
Panelist, Resident Attrition and the Role of Selection, Annual Meeting 2018
Panelist, Coaching…not just for Remediation Anymore, Annual Meeting 2019
Moderator, Plenary Paper Presentation Session, Annual Meeting 2021
Moderator, Plenary Paper Presentation Session, Annual Meeting, 2022
Moderator, Plenary Paper Presentation Session, Annual Meeting, 2026
Moderator, Underrepresented Voices Paper Presentation Session, Annual Meeting, 2022
American College of Surgeons (ACS)
Discussant, Surgical Education Paper Session, Annual Meeting 2015
Discussant, Surgical Education Paper Session, Annual Meeting 2016
American College of Surgeons (ACS) Simulation Summit Meeting
Moderator, Opening Debate, Annual Meeting 2017

Discussant, Paper Session, Annual Meeting
2018 Discussant, Paper Session, Annual
Meeting 2022

Society of American Gastroenterologists and Endoscopic Surgeons (SAGES)

Panelist, Using Simulation to Improve Quality and Safety in Surgical Care, Annual Meeting 2016

Moderator, Education Abstracts, Annual Meeting, 2023

Co-Chair, How to Optimize your Intraoperative Teaching, Annual Meeting 2023

Society of Simulation in Healthcare (IMSH)

Panelist, Simulation for Improvement of Perioperative Setting, Annual Meeting 2015

Panelist, Choosing Trainees: To Screen or Not to Screen, Annual Meeting 2016

5. Invited Lectures & Presentations

Invited Lectures (International)

1. "Lessons learned from applying selection science to surgical training in the United States." Sydney Health Education Research Network, University of Sydney, Sydney, New South Wales, Australia. April 2018.

2. "Identifying and developing the professional trainer: Considerations from selection science." Invited speaker at the International Conference on Surgical Education and Training (ICOSET). Edinburg, Scotland. March 21 – 22, 2019.

3. "Implementing a data-driven selection process and maximizing opportunities for diverse candidates." Australian Orthopaedic Association, Sydney, Australia. August 28, 2021.

4. "Recommendations for Practice and Future Research in Faculty Development for Simulation Educators." Society for Simulation in Healthcare International Research Summit. Orlando, Florida. January 21, 2023.

5. "This is how we do it…Fac Dev at CU School of Medicine." Royal College of Surgeons in Ireland. Dublin, Ireland. October 9, 2024.

6. "Creating an Inclusive Learning Environment through Advanced Feedback Techniques." Royal College of Surgeons in Ireland. Dublin, Ireland. November 7, 2024.

7. "Working and Learning Together: Unleashing the Power of Social Dynamics in the Feedback Exchange Process." Royal College of Surgeons in Ireland. Dublin, Ireland. November 27, 2024.

8. "No Leadership without Followership: Maximizing Team Effectiveness with the Science of Followership." Royal College of Surgeons in Ireland. Dublin, Ireland. December 9, 2024.

9. "Maximizing Emotional Capital in Leadership Settings." Royal College of Surgeons in Ireland. Dublin, Ireland. December 9, 2024.

10. "Leading Interprofessional Teams." Royal College of Surgeons in Ireland. Dublin, Ireland. December 10, 2024.

11. "Flourishing as a Researcher in Health Professions Education." Royal College of Surgeons in Ireland. Dublin, Ireland. December 12, 2024.

12. "The Science of Teaching in the Operating Room." Keynote address at the annual meeting of the Japanese Association for Surgical Education. September 13, 2025.

13. "When Feedback Isn't Enough: Strategies for Remediation & Performance Management." College of Surgeons of East, Central, & Southern Africa (COSECSA). August 11, 2026.

Invited Lectures (National)

14. "The science of surgical education: Applications from Industrial-Organizational Psychology.' Department of Psychology, University of Akron, Akron, OH. October 2014.

15. "Simulation: Catalyzing the pathway to developing expert medical teams." Zamierowski Institute for Experiential Learning, University of Kansas Medical Center, Kansas City, MO. November 2015.

16. "Applying best practices to the selection of general surgery residents." Department of Surgery, Houston Methodist Hospital, Houston, TX. December 2015.

17. "Research in simulation-based training: What have we learned and where are we going?" Department of Medical Education, Southern Illinois University School of Medicine, Springfield, IL. December 2015.

18. "Developing a value-based training system in surgical education." Department of Surgery and Perioperative Services, Dell Medical School, Austin, TX. February 2016.

19. "Frame of reference training for intraoperative autonomy assessment." Department of Surgery, University of Texas Medical Branch, Galveston, TX. May 2016.

20. "Creating a Value-based Selection System." Department of Surgery and Perioperative Services, Dell Medical School, Austin, TX. May 2017.

21. "Surgical Coaching: Tips to Enhance Skills of Trainees and Peers." Society of American Gastroenterologists and Endoscopic Surgeons (SAGES). March 24, 2017.

22. **"**Developing a spud-tacular SAGES leadership team." Society of American Gastroenterologists and Endoscopic Surgeons (SAGES) executive leadership retreat. Boston, MA. November 16, 2017.

23. "Applying the science of selection to surgical training." Grand Rounds, Department of Surgery, Uniform Services University, Bethesda, MD. March 2018.

24. "Finding your institution in Texas for a Better Experience in Surgical Training." Grand Rounds, University of Texas Rio Grande Valley. Edinburg, TX. July 2018.

25. "Maximizing fit, equity, and inclusion through better assessment practices." Grand Rounds, Dallas Methodist Hospital. Dallas, TX. August 2018."Trainee selection: Advances in general surgery." Invited speaker at the Thoracic Surgery Directors Association. San Diego, CA. January 26, 2019.

26. "Updates on Surgical Skills Competency Assessment – A Global Perspective." Invited panel speaker at the Society of American Gastroenterologists and Endoscopic Surgeons (SAGES) Annual Conference. Baltimore, MD. April 3-6, 2019.

27. "Coaching: Old wine, new bottle?" Invited speaker at the Association of Surgical Education (ASE) Annual Conference. Chicago, IL. April 25-27, 2019.

28. "Vetting the application in the era of Step 1 USMLE P/F" Invited speaker at the Society of University Otolaryngologists, Association of Academic Departments of Otolaryngology, & Otolaryngology Program Directors Organization. January 13, 2021.

29. "Integrating an evidence-based selection system into pediatric surgery fellowships." Pediatric Surgery Department, Medical College of Wisconsin. March 11, 2021.

30. "Transforming your simulation efforts into scholarship." Invited speaker at the 12th Annual Mission to Teach event, Geisinger Health System. March 11, 2021.

31. "Launching I-O Psychology into training & selection into healthcare…and beyond!" Invited speaker at the Human Behavioral Performance Laboratory, National Aeronautics and Space Administration (NASA). March 29, 2021.

32. "Measuring the whole person: The role of situational judgment tests for selecting into postgraduate education." Invited speaker at the 2021 Stanford School of Medicine Graduate Medical Education Retreat. April 13, 2021

33. "The role of situational judgment tests in health professions education." Invited keynote speaker at the Inaugural Symposium on Situational Judgment Tests in Health Professions Education. August 4, 2021.

34. "Overcoming resistance in developing high stakes assessment platforms." Invited speaker at the ASU + GSV Future of Education Summit. San Diego, CA. August 10, 2021.

35. "Implementing an evidence-driven interview process." Invited Grand Rounds speaker at the Department of Emergency Medicine, Florida Atlantic University. August 13, 2021.

36. "How technology can enhance provider satisfaction and the patient experience." Invited keynote speaker at the St. Joseph Candler ADVANCE Conference. Savannah, Georgia.

November 5-6, 2021.

37. "Video-based assessment for foregut surgery: Getting SQR'd away." Invited panel speaker at the annual meeting of the Society for American Gastrointestinal and Endoscopic Surgeons (SAGES). Denver, CO. March 19, 2022.

38. "How a data-driven selection system can help us increase efficiency, effectiveness, equity, and practicality of our recruitment and screening practices." Invited Grand Rounds speaker at the Department of Surgery, Lahey Health System. Boston, MA. April 6, 2022.

39. "Incorporating Evidence-Based Assessments to Inform Interview Invitations." Invited speaker at the annual meeting of the Association of American Medical Colleges (AAMC) 2022 Group on Resident Affairs and Organization of Resident Representatives Spring Meeting. May 6, 2022.

40. "Best Practices in Interviewing." Invited speaker at the American Academy of Pediatrics (AAP) Section on Surgery Early Career Physician Group. February 8, 2023.

41. "Ensuring Efficiency and Equity in Conducting Interviews." Invited speaker at the American Academy of Pediatrics (AAP) Section on Surgery Early Career Physician Group. March 1, 2023.
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42. "Can situational judgment tests help us move toward more efficient, effective, and equitable selection in postgraduate medical education?" Invited speaker at the Department of Medical Education, University of Illinois Chicago. May 2, 2023.

43. "Applying the Science of Selection to Medical Education." Invited speaker at the Association for Surgical Education and Society for Improving Procedural Learning's Education Research Webinar. June 11, 2024.

44. "Allyship as leadership: A national effort to support inclusion excellence in surgery." Society for Black Academic Surgeons. October 19, 2024.

45. "Policies, practices, and systems to retain and advance black people in Sciences, Engineering, & Medicine." National Academies of Sciences, Engineering, & Medicine. November 21, 2024.

46. "Applying selection science to medical education." Department of Emergency Medicine, Stanford University School of Medicine. December 17, 2024.

47. "Strategies for creating a positive feedback environment." University of Massachusetts Chan Medical School/ Lahey Medical Center. March 12, 2025.

48. "Strategies for creating a positive feedback environment." Graduate Medical Education Grand Rounds, Catholic Health. January 20, 2026.

49. "From Spark to Spotlight: Crafting Winning Med Ed Pitches." Huffington Department of Education, Innovation, & Technology. Baylor College of Medicine. March 13, 2026.

50. "Leveraging Technology to Expand and Explore Feedback Delivery Skills." Hodgson Lecture in the Department of Surgery Grand Rounds, University of Nebraska. April 8, 2026.

51. "The Future of Leadership is Practiced, Not Learned: How AI Avatars are Transforming Leader & Educator Development" Keynote at the University of Washington's Healthcare Simulation Science SIMposium and Graduation. Seattle, Washington. June 5, 2026.

52. "Transforming Communication Skills through AI: Innovations in Practice and Scholarship." Texas Children's Hospital. June 18, 2026.

53. "Deliberate Practice for Crucial Conversations: Using AI Avatars to Develop Feedback Delivery Skills." Plenary at the Medical Education Symposium, University of Michigan. October 27, 2026.

54. "Re-igniting an Academy of Medical Educators: Results from a Year of Hustle." Academy of Medical Educators, University of Oklahoma College of Medicine. October 29, 2026.

55. "Everything is Copy: Transforming Everyday Efforts into Educational Scholarship." Department of Medicine Grand Rounds. University of Oklahoma College of Medicine. October 29, 2026.

56. "Teamwork Makes the Dreamwork: Leveraging Group Dynamics Science to Develop High Performing Teams." Graduate Medical Education. University of Oklahoma College of Medicine. October 29, 2026.

57. "The Science of Teaching in the Operating Room." Departments of Surgery, Anesthesiology, & Urology Grand Rounds. University of Oklahoma College of Medicine. October 30, 2026.

58. "Teamwork Makes the Dreamwork: Leveraging Group Dynamics Science to Develop High Performing Teams." University of Oklahoma School of Community Medicine. October 30, 2026.

59. "Operating at the Next Level: Using AI to Advance Faculty Development." Department of Surgery Grand Rounds. Dell Medical School. November 12, 2026

60. "Teamwork Makes the Dreamwork: Leveraging Group Dynamics Science to Develop High Performing Teams." Medical Education Grand Rounds, Geisinger Medical Center. December 21, 2026.

Invited Lectures (Regional)

1. "Teaching in today's clinical environment." Department of Plastic Surgery, UT Southwestern Medical Center, Dallas, TX. October 2013.

2. "Psychology and medical education: Where's the connection?" Department of Psychology, UT Arlington, Arlington, TX. November 2013.

3. "Simulation and the evolution of surgical education: Contributions from psychological sciences." Grand Rounds, Department of Surgery, UT Southwestern Medical Center, Dallas, TX. January 2014.

4. "Treating medical education like the workplace: Applying psychological sciences to the training and development of Urology trainees." Department of Urology, UT Southwestern Medical Center, Dallas, TX. November 2014.

5. "The impact of goal setting and goal orientation on the acquisition of surgical skills among novices." Department of Surgery. UT Southwestern Medical Center, Dallas, TX. February 2015.

6. "To competency…and beyond! The role of simulation research in medical education." Effective Teacher Series, UT Southwestern Medical Center, Dallas, TX. December 2015.

7. "What has simulation taught us about being clinical educators?" Grand Rounds, Department of Surgery, UT Southwestern Medical Center, Dallas, TX. February 2016.

8. "Research methods in medical education." UT Southwestern Medical Center, Dallas, TX. September 2016.

9. "Simulation education for developing competent surgeons: What we've learned and where we're going." Center for Brain & Behavioral Sciences, UT Dallas, Dallas, TX. October 2016.

10. "Use of simulation in medical education for skills acquisition, assessment, and research." Effective Teacher Series, UT Southwestern Medical Center, Dallas, TX. December 2016.

11. **"**How the Netflix experience can help us build our networks." Career Advancement Series, Baylor College of Medicine. Houston, TX. December 2018.

12. "Oh, the places you will go! The many uses of I/O science in medical education." Department of Psychology, Rice University. Houston, TX. January 28, 2019.

13. "The intersection of Industrial Organizational Psychology and Medical Education." Department of Psychology, Texas A&M University. College Station, TX. February 8, 2019.

14. "Building your network to maximize career advancement." Career Advancement Series, Baylor College of Medicine. Houston, TX. January 10, 2019.

15. "Microaggressions at Baylor College of Medicine." Center of Excellence in Health Equity, Training, and Research Grand Rounds. Baylor College of Medicine. Houston, TX. February 19, 2019

16. "Selection into health professions education: Applying lessons from industry to create a more equitable and evidence-based system." Education Grand Rounds. Baylor College of Medicine. Houston, TX. January 22, 2020.

17. "The science of teamwork applied to education." Houston Independent School District (HISD) Summer Teacher Externship Program. July 29, 2021.

18. "Introduction to Educational Research." Baylor College of Medicine Institutional Datathon Competition. February 15, 2022.

19. "Tips and Tricks for Promotion and Advancement. " Department of Emergency Medicine, Baylor College of Medicine. May 5, 2023.

20. "Feedback Fun! " Department of Otolaryngology, CU School of Medicine. April 7, 2024.

21. "Creating a culture for effective feedback delivery and receipt. " Department of Pediatrics. CU School of Medicine. June 27, 2024.

22. "Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators. " Department of Immunology & Microbiology. CU School of Medicine. March 4, 2025.

23. "Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators. " Department of Radiation Oncology. CU School of Medicine. March 6, 2025.

24. "Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators. " Graduate Medical Education Committee. CU School of Medicine. March 9, 2025.

25. "Essentials of Teamwork & Collaboration. Department of Pediatrics. " CU School of Medicine. March 19, 2025.

26. "Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators. " Department of Anesthesiology. CU School of Medicine. April 10, 2025.

27. "Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators. " Department of Ophthalmology. CU School of Medicine. April 11, 2025.

28. “Getting involved in the Academy of Medical Educators.“ Department of Neurology. CU School of Medicine. April 16, 2025.

29. “Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators. “ Department of Surgery. CU School of Medicine. May 15, 2025.

30. “Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators. “ Department of Pathology. CU School of Medicine. May 21, 2025.

31. “What the Academy of Medical Educators Can Do For You. “ Genetic Counseling Program, Department of Pediatrics. CU School of Medicine. May 15, 2025.

32. “Getting involved in the Academy of Medical Educators. “ Physician Assistant Program, Department of Pediatrics. CU School of Medicine. May 27, 2025.

33. “Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators. “ Department of Bioinformatics. CU School of Medicine. May 28, 2025.

34. “Flourishing in your Careers in Medical Education.“ Subspecialty Excellence in Educational Leadership (SEELS) Fellowship Graduation Address, Department of Pediatrics, CU School of Medicine. May 22, 2025.

35. “Effective Teaching Strategies“ Department of Physical Medicine and Rehabilitation. CU School of Medicine. June 4, 2025.

36. “Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators.“ Department of Cell & Developmental Biology. CU School of Medicine. June 13, 2025.

37. “Tips and Tricks for Manuscript Creation.“ Department of Family Medicine. CU School of Medicine. June 23, 2025.

38. “Optimizing Culture, Community, & Vitality through the Academy of Medical Educators. “ Department of Anesthesiology Grand Rounds, CU School of Medicine. June 23, 2025.

39. “Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators.“ Department of Dermatology CU School of Medicine. June 30, 2025.

40. “Creating a Positive Feedback Environment. Department of Dermatology.“ CU School of Medicine. June 30, 2025.

41. “Strategies for Effective Mentoring Programs. Department of Pediatrics.“ CU School of Medicine. July 17, 2025.

42. “Leveraging Opportunities from the Office for Faculty Development & Academy of Medical Educators.“ Department of Medicine. CU School of Medicine. July 16, 2025.

43. “Strategies for Creating a Positive Learning Environment.” Teaching Scholars Program, CU School of Medicine. August 5, 2025.

44. “Science-backed Strategies for Creating Positive Feedback Environments. “ Department of Neurology Grand Rounds. CU School of Medicine. September 3, 2025.

45. “Enhancing Feedback Delivery Skills with the Help of AI-Powered Avatars” Department of Pediatrics, CU School of Medicine. October 27, 2025.

46. “Enhancing Feedback Delivery Skills with the Help of AI-Powered Avatars” Department of Pediatrics, CU School of Medicine. October 31, 2025.

47. “The Science of Intraoperative Teaching.“ Department of Surgery Grand Rounds. CU School of Medicine. December 15, 2025.

48. “Offerings & Opportunities from the Office for Faculty Development & Academy of Medical Educators.“ Department of Physical Therapy. CU School of Medicine. January 8, 2026.

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51. “Dialing in your Feedback Skills with Digital Partners.” Division of Pediatric Endocrinology. CU School of Medicine. March 9, 2026.

52. “Foundations for Flourishing: Faculty Development Offerings that Fuel the Faculty Journey.” Obstetrics and Gynecology Grand Rounds. CU School of Medicine. April 1, 2026.

53. “More than a Sprinkle: Basing your Work in Education Theory.” Teaching Scholars Program, CU School of Medicine. May 27, 2026.

54. “Designing a Feedback-Rich Culture: Tools and Strategies for Success.” Teaching Scholars Program, CU School of Medicine. August 4, 2026.

55. “Advanced Strategies for Creating an Inclusive Feedback Environment.” Obstetrics and Gynecology Grand Rounds. CU School of Medicine, August 5, 2026.

56. "Theory Olympics: Getting up to Speed on Relevant Theories for your Med Ed Work." Teaching Scholars Program, CU School of Medicine. August 15, 2026.

57. Topic TBD. Department of Physical Medicine & Rehabilitation, CU School of Medicine. January 6, 2027.

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C. Peer Review Publications *(*publication with trainee co-author)*

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III. TEACHING INFORMATION

A. Educational Leadership Roles

1. **Instructor,** Psychology, Statistics, & Research Methods, Department of Psychology, University of Akron, Akron, Ohio. 2008 – 2011

    - Developed and delivered undergraduate courses in psychology, statistics, and research methods using evidence-based and student-centered teaching practices.
    - Designed course materials, lectures, assignments, assessments, and learning activities that promoted critical thinking, scientific reasoning, and application of psychological principles.
    - Taught foundational statistical concepts and quantitative analysis skills, including data interpretation, statistical software use, and research design.
    - Mentored and supported students in developing research skills, including formulating research questions, conducting literature reviews, collecting and analyzing data, and communicating findings.
    - Assessed student learning through exams, projects, written assignments, presentations, and research reports, providing timely and constructive feedback.
    - Maintained an inclusive and engaging classroom environment that

supported diverse learners and encourages active participation.
- Held regular office hours to advise students on coursework, academic goals, research opportunities, and career development.
- Ensured course content aligned with departmental learning objectives, accreditation standards, and current developments in psychology and educational research.
- Collaborated with faculty colleagues on curriculum development, program assessment, and continuous improvement of instructional practices.
- Maintained accurate course records and adhered to institutional policies regarding instruction, student evaluation, and academic integrity.

2. **Director of Simulation Training & Research**, Center for Simulation and Integrated Healthcare Education, Austin BioInnovation Institute in Akron, Akron, Ohio. 2011 – 2013

Strategic Leadership
- Provided strategic leadership to align simulation-based education, research, and quality improvement initiatives with institutional priorities from the five stakeholders: University of Akron, Northeast Ohio Medical School (NEOMED), Akron Children's Hospital, Summa Health System, and Akron General Hospital
- Developed and executed multi-year strategic plans to expand the impact, reach, and sustainability of simulation programs across clinical, educational, and research missions.
- Led the development of innovative simulation initiatives that supported workforce development, patient safety, team performance, and healthcare quality.

Education & Training
- Designed, implemented, and evaluated simulation-based training programs for students, residents, fellows, faculty, interprofessional healthcare teams, firefighters, and local SWAT team.
- Oversaw curriculum development for technical skills, communication, teamwork, crisis resource management, patient safety, and leadership training.
- Ensured simulation programming incorporates evidence-based educational practices and emerging technologies.
- Collaborated with academic and clinical leaders to identify training gaps and develop targeted educational interventions.

Research & Scholarship
- Established and led a comprehensive simulation research agenda focused on educational effectiveness, healthcare outcomes, team performance, and innovation.
- Facilitated faculty, trainee, and staff engagement in simulation-related scholarship and research projects.

- Secured internal and external funding to support simulation education and research initiatives.
- Disseminated innovations and research findings through peer-reviewed publications, presentations, and national collaborations.

Operations & Resource Management

- Monitored program outcomes and key performance indicators to ensure operational excellence and continuous improvement.
- Developed policies, procedures, and quality assurance processes that support safe, efficient, and effective simulation operations.
- Ensured compliance with accreditation standards and best practices for simulation centers.

Collaboration & External Relations

- Built partnerships with clinical departments, schools, colleges, healthcare systems, and external organizations to advance simulation-based education and research.
- Represented the institution in regional, national, and international simulation and healthcare education organizations.
- Led accreditation efforts and maintain relationships with professional and regulatory bodies relevant to healthcare simulation.
- Promoted interprofessional collaboration through team-based simulation training and quality improvement initiatives.

Assessment, Quality, & Patient Safety

- Developed simulation-based assessment programs to support competency-based education and performance improvement.
- Utilized simulation to evaluate systems, processes, workflows, and organizational readiness.
- Partnered with clinical and administrative leaders to leverage simulation as a tool for patient safety, quality improvement, and organizational effectiveness.
- Generated reports and outcome metrics that informed strategic decision-making and demonstrate program impact.

3. **Associate Director of Education, Director of Surgical Education Research, Associate Director of Simulation**, Department of Surgery, University of Texas Southwestern Medical Center, Dallas, Texas. 2013 – 2016

Assessment & Evaluation

- Led evaluation and assessment processes for surgery clerkship, general surgery residency, and multiple surgery fellowship programs.
- Developed processes and tools for evaluating and reporting on trainee and faculty performance.
- Ensured ACGME and non-ACGME residency and fellowship programs met and exceeded compliance with regulatory and accreditation requirements.

- Developed, implemented, and evaluated quality improvement courses and rotations.
- Created remediation plans for trainees whose performance fell below the threshold of acceptability.
- Performed rotation audits and related reports to ensure adherence to educational excellence expectations and to identify opportunities for improvement.
- Created mock orals program, compiling question book, training for evaluators, and feedback process.
- Compiled annual program evaluation reports for residency and fellowship programs.
- Worked with Graduate Medical Education (GME) office to re-vamp evaluation and continuous quality improvement processes for all institutional residency and fellowship programs.

Operations

- Worked with department administrators to develop and maintain annual operating budgets for educational programs.
- Led efforts to expand the Associate Program Director team from one to three, creating "lanes" of responsibility and cross-training plans.
- Worked with department Chair to roll out special projects related to education.

Simulation

- Oversaw day-to-day administration of simulation lab.

- Led the expansion of surgery-focused simulation lab to include learners from other specialties.
- Created simulation curricula (basic laparoscopy, advanced laparoscopy, ultrasound, central line, communication, delivering bad news, fire in the OR, team training, etc.) for undergraduate and postgraduate trainees in surgery.
- Created multi-disciplinary team training curricula for surgery, anesthesia, and emergency medicine residents.
- Led simulation center accreditation applications and renewals.
- Disseminated simulation innovations through peer-reviewed presentations and publications.

Research

- Led surgical education research initiatives for the department.
- Mentored faculty, residents, and students on surgical education projects.
- Served as site champion and project lead for multi-institutional education projects.
- Co-led the development of a two-year surgical education fellowship for residents.

Faculty Development

- Developed and implemented faculty development activities related to feedback, evaluation, mock orals evaluation, and new ACGME requirements.
- Created a robust intraoperative teaching faculty development course.

- Counseled faculty on teaching, feedback, and assessment techniques for faculty whose student/resident evaluations were below the threshold of acceptability.
- Led faculty development efforts for faculty and senior trainees who served as simulation educators.

4. **Assistant Dean of Evaluation & Research**, School of Health Professions, 2017 – 2021

Strategic Planning & Operations

- Created, implemented, and monitored strategic goals and action items pertaining to diversity and inclusion, faculty promotion, learning environment, curriculum updating and improvement, and reputation maintenance and enhancement.
- Led school-wide strategic planning efforts (twice).
- Identified opportunities for gifts, scholarships, and external funding with philanthropy office.
- Documentation and dissemination of School policies, guidelines, and procedures.
- Serve as liaison to numerous organizational units to ensure school voice and participation, keep school updated on organizational affairs, and identify opportunities for collaboration.
- Established the Deans Student Advisory Council to enhance communication between students and School leadership.
- Created and implemented monthly faculty meetings to improve communication and offer opportunities for faculty spotlighting.
- Oversaw development & distribution of quarterly newsletter for faculty, staff, students, and alumni to improve communication, reinforce mission and values, and recognize faculty, staff, and student successes.

Assessment & Evaluation

- Oversaw evaluation and assessment processes for four degree-granting programs.
- Reviewed assessment data and implement changes to curriculum and evaluation process as needed.
- Reviewed and provided input into interim accreditation reports.
- Led didactic course review process to ensure curricula meeting highest standards in excellence and curricular innovation.

Faculty Development

- Developed and implemented faculty development initiatives related to teaching improvement, leadership, and educational scholarship.
- Conducted workshops, programming, and strategic planning to assist faculty in their progression and promotion as educators.
- Assisted faculty in the development and dissemination of educational innovations.
- Created, implemented, and monitored Faculty Bonus Program.
- Developed and led the Education Grand Rounds series.
- Implemented bi-annual "one-on-one with the Deans" to check in with each faculty member on career goals, advancement, and wellness.

Diversity, Equity, & Inclusion

- Established and led the Dean's Diversity Task Force to identify opportunities and recommendations to enhance diversity, equity, and inclusion across the School.
- Established and recruited a part-time Director of Diversity, Equity, & Inclusion.
- Led institution-wide microaggressions reporting, categorization, and monitoring project.

Scholarship

- Assisted faculty in the development and dissemination of educational innovations.
- Mentored faculty, trainees, and students across the College on educational research endeavors.
- Oversaw annual student research day organization and implementation.

5. **Inaugural Primary Faculty Member,** Department of Education, Innovation, & Technology, Baylor College of Medicine, Houston, Texas, 2021 – 2023
   - Created and delivered the inaugural Education Hackathon Innovation Event.
   - Led evaluation and feedback efforts for faculty development course.
   - Contributed to Learner-Centered Teaching faculty development course.
   - Collaborated with Instructional Design and Education Technology team to create and deliver digital learning courses.
   - Led development and rollout of "Advanced Feedback Strategies for Promoting Inclusive Environments" online course.
   - Served as mentor for the Junior Faculty Peer Mentoring circle.

6. **Associate Dean**, Baylor College of Medicine, 2021 – 2023

   Strategic Planning & Operations
   - Led operations teams meetings to ensure adherence to annual calendar of administrative events and deadlines.
   - Created, implemented, and monitored strategic goals and action items pertaining to diversity and inclusion, faculty promotion, student learning environment, curriculum updating and improvement, and reputation maintenance and enhancement.
   - Led strategic planning efforts for the education mission and executed critical elements across two five-year planning cycles.
   - Participated in budget planning and execution across multiple degree programs and academic units.
   - Developed plans and proposals for creation of new degree programs.
   - Served as liaison to numerous organizational units (Simulation core, Education Technology, Philanthropy, Continuing Medical Education, Student Services, Center for Professionalism, Office of Faculty Development, etc.) to identify opportunities for collaboration and contribution.
   - Fostered an environment that valued and promoted educational excellence.
   - Collaborated with community of educators to build recognition of educational innovations and advocate for faculty educator needs.
   - Administered, monitored, and developed reports pertaining to faculty educator compensation and bonus program.

- Participated in data and report generation for the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) reaccreditation process.
- Analyzed and oversaw annual faculty and staff surveys pertaining to morale, perceived organizational support, work-life integration, and burnout.
- Led Continuous Quality Improvement (CQI) development and reporting initiatives.
- Developed policies and procedures to ensure smooth operations of activities related to students, faculty, and staff.

Diversity, Equity, & Inclusion

- Oversaw creation and monitoring of DEI reports to the institution.
- Implemented, monitored, and reported on diversity learning culture and inclusion across course and faculty assessments.
- Reviewed and developed actions items based on findings from annual AAMC Diversity Engagement and Diversity Readiness surveys.
- Led evaluation of DEI-focused curriculum review.
- Led creation and implementation of DEI-focused strategic plan.
- Led strategic efforts and creation/onboarding of personnel with dedicated DEI roles.
- Created role expectations and responsibilities for DEI ambassadors.
- Developed and implemented holistic review process for staff and faculty recruitment, selection, and onboarding.
- Monitored adherence to diversity goals in student admissions data and developed action items accordingly.
- Served as unit leader for SAFE Zone training.

Faculty Development

- Developed and implemented faculty development initiatives for teaching, learning, and assessment.
- Conducted workshops, programming, and strategic planning to assist faculty in their progression as educators.
- Mentored faculty in development of education portfolio and career goals as educators.
- Maintained institution-wide Education Grand Rounds series.
- Implemented and evaluated leadership development programs.
- Led development and administration of faculty seed grants program.
- Consulted with faculty and trainees regarding careers in medical and health professions education.

Scholarship

- Mentored faculty, trainees, and students across the College on educational research endeavors.
- Assisted faculty in the development of research agendas and dissemination of educational innovations.
- Oversaw annual student research day organization and implementation.
- Created online infrastructure for review and dissemination of student and faculty research projects.

7. **Associate Dean for Faculty Development**, University of Colorado School of Medicine, 2023 – present

Strategy & Operations

- Provide strategic planning and operational direction for the Office for Faculty Development to support the 6000+ faculty within the CU SOM.
- Translate vision and priorities into measurable, multi-year action plans.
- Develop and lead cross-departmental faculty development programming and scholarship.
- Build partnerships with other faculty development leaders across the Anschutz Medical Campus for coordinated and collaborative faculty development efforts.
- Create and maintain project management and activity trackers to monitor activity, participation, and evaluation trends.
- Generate and share progress data and executive summaries through program evaluation materials and annual reports.
- Deploy multi-faceted communication campaign to raise awareness of faculty development offerings, including departmental presentations, website, newsletters, and social media.
- Facilitate change management strategies to maximize buy-in and engagement with new processes and programming.
- Work collaboratively with stakeholders across SOM senior leadership and the Anschutz Medical Campus to advance the priorities of the School of Medicine.
- Oversee office budget and liaise with other relevant units for equitable allocation of personnel and resources.
- Collaborate with the advancement office to share progress and identify opportunities for philanthropic support.
- Ensure high morale and productivity among cross-functional and multi-disciplinary teams.

Faculty Development

- Ensure relevant and up-to-date programing via school-wide needs assessment surveys to identify existing offerings and gaps related to faculty development.
- Creation and adherence to competency-based faculty development blueprint to inform and track faculty development efforts.
- Develop one-time events, on-demand programming, and longitudinal leadership development programs to enhance faculty competencies across CU SOM.
- Align faculty development programming and resources with opportunities for faculty promotion and advancement.
- Ensure programmatic alignment with emerging trends in artificial intelligence, education science, and professional development.
- Provide faculty and departmental leaders with consultation and educational resources in domains of leadership, teamwork, mentorship, faculty development, and education.
- Develop and deliver New Leader Orientation events.

- Develop and deliver New Faculty Orientation events.
- Oversee the development and delivery of longitudinal leadership development programs for early and mid-career faculty.
- Lead selection of CU SOM representatives for external leadership development programs, including the AAMC early career leadership development seminar, AAMC mid career leadership development seminar, and the Executive Leadership in Academic Medicine (ELAM) program.
- Evaluate and report on outcomes of faculty development offerings.

8. **Director, Academy of Medical Educators,** University of Colorado School of Medicine, 2023 – present

- Develop multi-year strategic plan to re-invigorate the AME's multi-pronged mission of building community, improving teaching skills, recognizing faculty, supporting career advancement, stimulating innovation, and advancing educational scholarship.
- Develop a tiered, multi-track approach to Academy membership that supports faculty recognition, inclusivity, and promotion and advancement efforts.
- Oversee the Teaching Scholars Program, an 18-month educator development course.
- Oversee Residents & Fellows as Educators Elective, a three-week elective offered twice a year for trainees aiming to hone education skills.
- Oversee the Rymer Innovations Awards, a medical education grants program.
- Launch and oversee Spark Tank: The Med Ed Pitch Event.
-

- Develop and implement Scholarship in Innovation & Excellence (ScEI) Club.
- Develop and oversee the monthly workshop series.
- Develop and lead the monthly Medical Education Grand Rounds series.
- Oversee annual Education and Innovation Symposium, a two-day internal health professions education conference.
- Develop and oversee Education Awards programs.
- Develop and oversee annual Academy member celebration event.
- Establish and oversee the Faculty Travel Grants program to support faculty disseminating educational scholarship.
- Recruit and support internal and external speakers for monthly and annual programming.
- Design and develop annual membership survey and reporting mechanism to inform AME strategy and programming.
- Oversee budget and cost-sharing for shared personnel and resources.
- Champion community-building events for AME members.

9. **Associate Vice Chair of Education,** Department of Surgery, University of Colorado School of Medicine, 2026 – present

Educational Leadership & Strategy

- Develop and oversee a comprehensive, department wide educational strategy that supports undergraduate, graduate, and continuing medical education.
- Identify overarching educational and faculty development needs across all surgical divisions and translate these needs into a coherent, multi year educational blueprint.
- Serve as a strategic partner to residency and fellowship program directors, supporting continuous program improvement through data informed evaluation and innovation.
- Act as a liaison between the Department of Surgery and institutional leadership on matters related to education, faculty development, and accreditation.

Faculty Development

- Design, implement, and evaluate systematic, department wide faculty development programming focused on teaching excellence, assessment and evaluation, feedback, curriculum design, educational methods, and non technical skills (e.g., communication, teamwork, conflict management).
- Establish and lead a cross divisional community of education focused faculty to champion educational initiatives, mentor colleagues, and support program evaluation.
- Partner with institutional faculty development offices and the Academy of Medical Educators (AME) to expand engagement and participation by surgical faculty.

Education Scholarship

- Support career mentoring and professional development pathways for education-focused faculty, including advising on promotion, leadership trajectories, and national opportunities.
- Connect faculty with local and national resources for mentorship, networking, collaboration, and leadership development.
- Contribute to succession planning and the cultivation of future educational leaders within the department.

Career Mentoring & Faculty Growth

- Support career mentoring and professional development pathways for education focused faculty, including advising on promotion, leadership trajectories, and national opportunities.
- Connect faculty with local and national resources for mentorship, networking, collaboration, and leadership development.
- Contribute to succession planning and the cultivation of future educational leaders within the department.

- Support accreditation efforts across training programs by proactively identifying educational gaps and aligning faculty development initiatives with accreditation requirements.
- Partner with program leaders to review evaluation and outcomes data, identify improvement opportunities, and implement evidence based educational enhancements.
- Contribute to institutional continuous quality improvement efforts related to surgical education.

B. Curriculum Development & Teaching

1. Central Venous Catheter Placement, Course Developer/Director
    a. PGY1 Surgery Residents (N=34)
    b. UT Southwestern Medical Center
    c. June 2014
2. Knot Tying & Suturing, Course Co-Director
    a. 3rd Year Medical Students and Physician Assistant Students (N= 45)
    b. UT Southwestern Medical Center
    c. March 2014 – December 2016 (6x year)
3. Simulation-based Team Training, Course Developer/Director
    a. 3rd Year Medical Students and Physician Assistant Students (N= 45)
    b. UT Southwestern Medical Center
    c. March 2014 – December 2016 (6x year)
4. Consenting, Pre-operative Time-outs, Crisis Management, & Delivering Bad News, Course Developer/Director
    a. PGY1 General Surgery Residents (N=30)
    b. UT Southwestern Medical Center
    c. February – April 2015
5. Laparoscopic Suturing with Video & Coaching, Course Developer/Director
    a. 1st-4th Year Medical Students (N=24)
    b. UT Southwestern Medical Center
    c. October 2014 – June 2015
6. Basics of Endoscopy, Course Developer/Director
    a. PGY1 General Surgery Residents (N=30)
    b. UT Southwestern Medical Center
    c. June 2015
7. Airway Management, Course Co-Director
    a. PGY1 General Surgery Residents (N=30)
    b. UT Southwestern Medical Center
    c. June 2015
8. Venipuncture & Arterial Line Placement, Course Co-Director
    a. PGY1 General Surgery Residents (N=30)
    b. UT Southwestern Medical Center
    c. June 2015
9. Central Line Placement, Course Developer/Director
    a. PGY1 General Surgery Residents (N=30)
    b. UT Southwestern Medical Center

c. June 2015

10. Simulation-based Team Training for Incoming Interns, Course Developer/Director
    a. PGY1 General Surgery Residents (N=30)
    b. UT Southwestern Medical Center
    c. June 2015
11. Simulation-based Trauma Team Training, Course Developer/Director
    d. PGY1, PGY2, PGY3 General Surgery Residents (N=45)
    e. UT Southwestern Medical Center
    f. July – August 2016
12. Simulation-based Team Training for Incoming Interns, Course Developer/Director
    a. PGY1 Surgery Residents (N=23), PGY1 Emergency Medicine Residents (N=23), Parkland Hospital Nursing (N=6)
    b. UT Southwestern Medical Center
    c. June 2016
13. Strategies for Enhancing Success in Postgraduate
    a. Post-Baccalaureate Premedical Scholars
    b. Baylor College of Medicine
    c. September 2021 – 2023
14. Manuscript Composition
    a. Health Professions Students
    b. Baylor College of Medicine
    c. September 2021 – 2023
15. Turning Ideas into Scholarship
    a. Health Professions Students
    b. Baylor College of Medicine
    c. June 2017 – December 2023
16. Pursuing Education Research
    a. General Surgery Residents
    b. Baylor College of Medicine
    c. October 2017 – January 2023
17. Maximizing Inclusion through Advanced Feedback Processes
    a. Faculty and trainees, multi-specialty
    b. Baylor College of Medicine
    c. September 2021 – 2023
18. Education Research Development Video Series (script creation & talent)
    a. Describing Elements of a Strong Research Question
    b. Defining Validity and Multiple Types of Validity
    c. Skills, Guidelines, & Resources Required for Conducting Interviews & Focus Groups
19. "Faculty Development in 5" Educator Development Video Series (script creation, talent recruitment, one-pagers & discussion questions)
    a. Addressing Microaggressions in the Learning Environment
    b. Addressing Unprofessional Conduct
    c. Applying Coaching Skills to Support Learner Growth
    d. Approaching the Struggling Learner
    e. Being an Effective Mentor
    f. Chalk Talks
    g. Communicating Science to the General Public
    h. Cultural Competency

i. Debriefing a Clinical Encounter
j. Delivering Effective Feedback
k. Easing the Transition to Residency
l. Equity in Assessment
m. Highlighting the Value of Clinical Teaching
n. Learning Engagement & Retention
o. Leveraging the Benefits of Assessment for Learning
p. Managing Conflict in the Learning Environment
q. Managing Underperformance using the Three-C Model
r. Mastering Time Management
s. Maximizing Accessibility
t. Negotiating Successfully
u. Overcoming Resistance to Change
v. Promoting Active Learning in Lab Settings
w. Promoting Adaptive Expertise Among Learners
x. Promoting Autonomy in the Clinical Environment
y. Promoting Psychological Safety
z. Reflective Practice
aa. Self-directed Learning
bb. Setting Clear and Achievable Goals
cc. Strategies for Small Group Teaching
dd. Strategies for Teaching Multi-level Learning Groups
ee. Supporting a Positive Feedback Environment
ff. Teaching in the Clinical Setting
gg. Teaching in the Operating Room
hh. Transforming Lectures with Active Learning Techniques
ii. Utilizing AI to Enhance Education Endeavors

C. Research Advisor

Surgical Education Research Fellowship (SERF)
Association for Surgical Education

Sarah Lund, MD (Mayo Clinic), June 2021 – present
Linda Ding, MD (Univ South Alabama), May 2018 – April 2019
Deepah Shah, MD (East Carolina Univ) May 2016 – April 2017
Jeremy Stoller, MD (Univ of Toledo) June 2014 – July 2015

Medical Student Research Internship
UT Southwestern Medical Center, Dallas, TX

Parth Vyasa, (UT Southwestern) June – August 2015
Anupama Atluru, (UT Southwestern) June – August 2013

Department of Surgery Research Mentor
UT Southwestern Medical Center, Dallas, TX

Kareem AbdelFattah, MD (UT Southwestern) March 2014 – December 2016

Simulation Research Mentor
UT Southwestern Medical Center, Dallas, TX
Matthew D. Timberlake, MD (UT Southwestern) August 2016 – December 2016

Research Mentor
Baylor College of Medicine, Houston, TX
Gi Lim (MS3), April 2017 – May 2018

Department of Surgery Research Mentor
Baylor College of Medicine, Houston, TX
Jennifer Chen (PGY1 Surgery), October 2021 – 2023

Faculty Research Mentor
School of Health Professions, BCM, Houston, TX
Ashley Mullen, CPO, MSAT, January 2017 – December
2018 Sarah Keyes, MS, PA-C, January 2017 – 2023
Cora Rabe, CRNA, DNP, August 2020 – 2023

Career Mentor
Association for Medical Education in Europe (AMEE)
Shoaleh Bigdeli, Iran University of Medical Sciences, 2023 – present
Dario Fernandez, University of Campinas, 2023 – present
Maira Loesch, Pontifical Catholic University of Parana, 2023 – present

Master's Thesis Advisor
School of Health Professions
Baylor College of Medicine, Houston, TX
Bronwen Boe, (BCM) March 2017 – December 2018
Maxx Miller, (BCM) March 2017 – December 2018
Benjamin Wright, (BCM) March 2017 – Dec 2018

Fellowship Director
Fellowship in Surgical Simulation Research
UT Southwestern Medical Center, Dallas, TX
Ibrahim I. Jabbour, MD (UT Southwestern) July 2014 – June 2015

Dissertation Committees
University of Melbourne (external committee member)
Kathryn McLeod, MD; 2026
Medical University of South Carolina (external committee member)
Krystle Campbell, MS (UTSW) August 2021 – May 2022

University of Texas Medical Branch (external committee member)

D. Faculty Development & Continuing Medical Education

1. Operating Room Communication & Assessment Course. Department of Surgery, UT Southwestern Medical Center, Dallas, Texas. February – April, 2015.
    a. Course goals/description: Created a frame-of-reference course for simulation faculty and staff to reliably assess communication skills of general surgery trainees. Developed video-based vignettes to lead discussion and ensure interrater agreement.
    b. Course developer and presenter
    c. Preparation time: 10 hours
    d. Course delivery time: 5 hours
    e. Number of attendees: 17

2. Frame of Reference Training for Reliable Assessment of Intraoperative Procedural Skills. Department of Surgery, UT Southwestern Medical Center, Dallas, Texas. December 2015.
    a. Course goals/description: Created video-based course to ensure faculty raters were accurately and reliably rating intraoperative procedural skills among general surgery residents and fellows. Gathered
    b. Course developer and presenter
    c. Number of attendees: 5

3. Introduction to the Next Accreditation System and Milestone Evaluations. Department of Surgery, UT Southwestern Medical Center, Dallas, Texas. May 2014 – December 2016 (bi- annual course)
    a. Course goals/description: Created a new department-wide evaluation system to align with Next Accreditation System and rollout of new ACGME milestone assessments. Trained all faculty on how to use new assessments reliably and monitored first six months of use to ensure accurate data capture. Provided refresher training twice per year.
    b. Course developer and presenter
    c. Number of attendees: 45

4. Teaching in the Operating Room. Department of Surgery, UT Southwestern Medical Center, Dallas, Texas. June 2016 – December 2016 (monthly course)
    a. Course goals/description: Developed an evidence-based, half-day course for surgery faculty to equip them with requisite knowledge and skills for teaching in the operating room. Included small group activities, immersive simulation, and opportunity to receive coaching and feedback from other attendees.
    b. Course developer and presenter
    c. Number of attendees: 25

7. Student-led Faculty Development Course. Orthotics-Prosthetics program, Baylor College of Medicine, Houston, Texas. October 2017 – February 2018. (monthly course)
    a. Course goals/description: Mentored a Master's student through creating an evidence- based faculty development course aligning with theoretical frameworks for teaching, learning, and assessment. Measured impact of course on faculty knowledge and teaching behaviors.
    b. Co-course developer, mentor
    c. Number of attendees: 5

8. InterviewWise: Structured Interview Training for Surgeons, Multiple Institutions February 2017 – present.
    a. Course goals/description: Developed and delivered half-day course to numerous programs across the country designed to equip faculty interviewers with knowledge

       and skills needed to conduct competency-based structured interviews for residency and fellowship applicants. Created audio- and video-based vignettes to ensure all faculty using assessment tools accurately and reliably and to confirm group consensus.
    b. Course developer and presenter
    c. Number of attendees: 450 (as of October 2022)

9. Master Teacher Fellowship Program. Baylor College of Medicine, Houston, Texas. (2017 – 2023)
    a. Course goals/description: The Master Teachers Fellowship Program (MTFP) is a 24- month fellowship designed to enhance the educational mission of BCM by improving the teaching, learning, and assessment skills of faculty.
    b. Develop and present sessions of education research, serve as research project reviewer, participate in expert panels.
    c. Number of attendees: ~40/session

10. Career Advancement Series. Baylor College of Medicine, Houston, Texas. (2017 – 2023)
    a. Goals/description: BCM's Career Advancement Series is a professional development opportunity offered to instructors, assistant professors, and associate professors intended to enhance leadership skills and assist with professional and personal goals for advancement.
    b. Develop and present activities/sessions related to networking, mentorship, and professional advancement. Serve as lead and session facilitator. Participate in networking opportunities.
    c. Number of attendees: ~40 per session

11. Education Grand Rounds. Baylor College of Medicine, Houston, Texas. (2017 – 2023)
    a. Goals/description: Quarterly seminar designed to increase the ability of current and future educators at BCM to understand and apply best practices in teaching, evaluation, and assessment.
    b. Course developer and director. Organize speakers, facilitate session, create and review session assessments.

c. Number of attendees: ~40/session

12. Baylor Education Research Network (BERNe). Baylor College of Medicine, Houston, Texas. (2018 – 2023)
    a. Goals/description: Created an institutional network of individuals interested in and pursuing educational research. Organize brainstorming sessions, research presentations, and collaboration announcements.
    b. Co-creator. Develop inclusive network, create announcements, organize events, session facilitator and presenter.
    c. Number of attendees: ~20

13. Peer Coach. Baylor College of Medicine, Houston, Texas. (2018 – 2023)
    a. Goals/description: The BCM peer coaching program is offered to any BCM faculty member who wishes to have his/her educational activities reviewed through direct observation by a trained peer coach
    b. Peer coach (at least 3 times/year)

14. Inclusion & Excellence Council. Baylor College of Medicine, Houston, Texas. (2018 – 2023)
    a. Goals/description: The Inclusion and Excellence Council is designed to support BCM's institutional diversity and inclusion goals and to serve in an advisory capacity to the Associate Provost of Institutional Diversity, Inclusion, and Equity. The Council works to maximize the engagement and knowledge of people throughout the BCM community who share a passion for inclusion, diversity, and equity.
    b. Chair of Research Subcommittee (2019), Chair of Education Subcommittee (2020-2021) microaggression assessment lead, facilitator of AAMC's Foundational Principles of Inclusion Excellence workshop, liaison to the School of Health Professions.
    c. Time commitment: ~50 hrs/year

15. BERNe Book Club. Baylor College of Medicine, Houston, Texas. (2019 – 2023)
    a. Goals/description: Helped establish a book club associated with the Baylor Education Research Network (BERNe) community. Designed to facilitate professional development, discovery, community, and collaboration among faculty across BCM.
    b. Co-director. Organize book selections, develop listserv, facilitate announcements and communications, facilitate book club meetings.
    c. Number of attendees: ~10/session

16. Educator Bootcamp. Baylor College of Medicine, Houston, Texas. (2019 – 2023)
    a. Course goals/description: The Educator Bootcamp program is a series of 3-hour sessions offered throughout the year by the Office of Faculty Development. The goal of the program is to equip faculty across BCM with up-to-date knowledge and skills related to succeed in their role as health professions educators.
    b. Participation in expert panels.
    c. Number of attendees: ~50/session

17. Teaching Scholars Program, CU School of Medicine, Aurora, CO. (2023-present)
    a. Course goals/description: The TSP is an 18-month educator development program aligned with the ACGME Clinical Educator Milestones and sponsored by the Academy of Medical Educators. The goal of the program is to equip faculty across the Anschutz Medical Campus with up-to-date knowledge and skills related to succeed in their role as health professions educators.
    b. Program oversight, session facilitator, program reviewer
    c. Number of attendees: ~25/session

18. Residents and Fellows as Educators Elective (RFEE), CU SOM, Aurora, CO. (2023-present)
    a. Course goals/description: The RFEE program is a three-week program offered twice a year to trainees interested in learning more about a career in education and honing their skills in teaching, assessment, and evaluation.
    b. Program oversight
    c. Number of attendees: ~25/session

19. Education Grand Rounds, CU SOM, Aurora, CO. (2024-present)
    a. Course goals/description: EGR is a monthly series of faculty development sessions with internal and external speakers ranging the domains of teaching improvement, leadership and management, and educational scholarship.
    b. Program oversight, speaker selection, program evaluation.
    c. Number of attendees: ~50/session

20. Scholarship in Education & Innovation (ScEI) Club, CU SOM, Aurora, CO. (2024-present)
    a. Course goals/description: The RFEE program is a three-week program offered twice a year to trainees interested in learning more about a career in education and honing their skills in teaching, assessment, and evaluation.
    b. Program oversight, session facilitator, speaker selection, program evaluation.
    c. Number of attendees: ~25/session

21. Monthly Workshop Series, CU SOM, Aurora, CO. (2025-present)
    a. Course goals/description: The monthly workshop series supports faculty development through in-person sessions aimed at honing skills related to teaching improvement, leadership and management, and educational scholarship
    b. Program oversight, speaker selection, program evaluation.
    c. Number of attendees: ~25/session

22. Education & Innovation Symposium, CU SOM, Aurora, CO. (2024-present)
    a. Course goals/description: The annual Education & Innovation Symposium is a two-day event aimed at connecting and celebrating educational scholarship and innovation across the Anschutz Medical Campus. The event includes keynote speakers, workshops, panels, debates, oral presentations, poster presentations, award ceremony, and a networking event.
    b. Overall organization: event creation and coordination, keynote speaker selection, abstract ratings review, content creation, and emcee.
    c. Number of attendees: ~300 attendees/year

23. Spark Tank: The Med Ed Pitch Event, CU SOM, Aurora, CO. (2026-present)
    a. Course goals/description: Spark Tank is an annual event aimed at building, recognizing, and rewarding the community of medical education innovators through shark tank style pitch events. Winning pitch teams walk away with seed funding to support their innovative ideas.
    b. Program oversight
    c. Number of attendees: ~75/session

E. National Workshops

1. Conrad M, Holder M, Ahmed R, Atkinson S, **King A.** Transforming debriefing effectiveness through train-the-trainer format. Workshop conducted at the 12th Annual Conference of the Society for Simulation in Healthcare, San Diego, CA. January, 2012.

2. Ahmed R, Atkinson SS, Gable BD, **Gardner AK.** Bringing realism to trauma and surgery simulation. Workshop conducted at the 14th Annual Conference of the Society for Simulation in Healthcare, San Francisco, CA. January 28, 2014.

3. Ahmed RA, **Gardner AK,** Hughes P, Kridler CA, Zalewski J, Gable B. High risk simulations in disaster & infectious disease. Workshop conducted at the 15th Annual Conference of the Society for Simulation in Healthcare, New Orleans, LA. January 12-15, 2015.

4. **Gardner AK**, Fernandez G. Speed Dating with the Experts in Surgical Education. Workshop conducted at the Association for Surgical Education Annual Conference. Seattle, WA. April 22-25, 2015.
5. Eggerstedt J, Kim S, Dunkin BJ, **Gardner AK,** et al. Creating curricula for milestone assessment. Workshop conducted at the American College of Surgeon's Accredited Educational Institutes Annual Conference. Chicago, IL. March 13-14, 2015.
6. Marks JM, Pauli E, **Gardner AK**, Dunkin BJ. Skills workshop conducted at the 10th Annual SAGES Flexible Endoscopy Course for MIS Fellows. Cleveland, OH. September 11-12, 2015.

7. **Gardner AK,** Rush R, Eggerstedt J. Creating Curricula and Assessment Methods for Complex Communication. Workshop conducted at the American College of Surgeon's Accredited Educational Institutes Annual Conference. Chicago, IL. March 6-8, 2016.

8. Paige JT, **Gardner AK**, Nepomnayshy D, Fitzgibbon S, Widmann W, Acton B, Nicholas C. Incorporating simulation into the residency selection process. Workshop at the Association for Surgical Education Annual Conference. Boston, MA. April 12-15, 2016.

9. **Gardner AK**, Fernandez G. Speed Dating with the Experts in Surgical Education. Workshop conducted at the Association for Surgical Education Annual Conference. Boston, MA. April 12, 2016.

10. **Gardner AK**, Dunkin BJ. Skills workshop conducted at the 11th Annual SAGES Flexible Endoscopy Course for MIS Fellows. Houston, TX. September 15-16, 2016.

11. **Gardner AK**, Paige JT, Stefanidis D, Lau J, Dunkin BJ, Ritter EM, Ahmed R, Gee D. Leaders in simulation: Establishing a simulation center and optimizing your resources. Workshop conducted at the Association for Surgical Education Conference. San Diego, CA. April 21, 2017.

12. **Gardner AK**, Dort J, Paige JT. An Introduction to Teaching in the OR using the Briefing – Intraoperative Teaching – Debriefing model. Workshop conducted at the Association for Surgical Education Conference. San Diego, CA. April 21, 2017.

13. Gee D, Fernandez G, **Gardner AK**, Aulet T, Paige JT. There's no "I" in Teamwork: An interactive workshop on principles and methodologies related to evaluating non-technical skills in surgery. Workshop conducted at the Association for Surgical Education Conference. San Diego, CA. April 21, 2017.

14. **Gardner AK**, Paige JT, Stefanidis D, Lau J, Dunkin BJ, Ritter EM, Ahmed R, Gee D. Leaders in simulation: Establishing a simulation center and optimizing your resources. Workshop conducted at the 18th Annual Conference of the Society for Simulation in Healthcare, Los Angeles, CA. January 21, 2018.

15. Gee D, **Gardner AK**. Building your state-of-the-art simulation curriculum: Best strategies. Workshop conducted at the Society of American Gastroenterologists and Endoscopic Surgeons (SAGES) Annual Conference. Seattle, WA, April 11, 2018.

16. **Gardner AK**, Paige JT, Stefanidis D, Lau J, Dunkin BJ, Ritter EM, Ahmed R, Gee D. Leaders in simulation: Establishing a simulation center and optimizing your resources. Workshop conducted at the Association for Surgical Education Conference. Austin, TX. April 30, 2018.

17. Costa PE, Cavanaugh KJ, Dunkin BJ, **Gardner AK.** InterviewWise: A Primer on Implementing Structured Interviews at your Program to Avoid Common Mistakes & Biases and Capture Critical Candidate Competency Data. Workshop conducted at the Association for Surgical Education Conference. Austin, TX. April 30, 2020.

18. Costa PE, Cavanaugh KJ, Dunkin BJ, **Gardner AK.** Incorporating structured interviews to maximize utility, optimize efficiency, and avoid biases. Workshop conducted at the Association of Program Directors in Surgery (APDS) annual conference. Seattle, WA. May 1, 2020.

19. **Gardner AK,** Pillow MT, Castillo J, Hysong S. Workshop conducted at the Accreditation Council for Graduate Medical Education (ACGME) Diversity, Equity, & Inclusion Officers Forum. June 14, 2023.

20. **Gardner AK,** Pillow MT, Castillo J, Hysong S. Advanced Feedback Techniques: Creating and Inclusive Environment Through Feedback. Workshop conducted at the Accreditation Council for Graduate Medical Education (ACGME) Annual Education Conference.. Orlando, FL. March 7-9, 2024

21. Michalsen K, Lockspeiser T, Carlson C, **Gardner AK**. Avatar assisted Feedback Training: A New Era for Faculty Development. Workshop conducted at the AAMC Western Group on Educational Affairs. Tucson, AZ. April 20, 2026.

22. Hider A, Nagaraj M, Christian N, **Gardner AK.** AI-powered Avatars: Making Feedback Delivery Accessible & Individualizable. Workshop conducted at the Association for Surgical Education (ASE) annual conference. April 28-30, 2026.

Podium Presentations (International)

1. **King A,** Usher-Perez A, Lord RG, Hall RJ. Examining relative perceptions of ethical and abusive leadership: Does context matter? Podium presentation at the 3rd Annual Meeting of the Institute of Work Psychology International Conference, Sheffield, UK. June 2012.

2. **King A,** Levy PE. Politics is neither good nor bad, but thinking makes it so: The role of causal attributions in the perceptions of politics – well-being relationship. Podium presentation at the 3rd Annual Meeting of the Institute of Work Psychology International Conference, Sheffield, UK. June 2012.

3. **Gardner AK**, Dunkin BJ. Implementing an efficient and effective evidence-based selection program into surgical training. Podium presentation at the 2nd International Selection in the Health Professions Conference. Melbourne, Australia. April 11-13, 2018.

4. **Gardner AK**, Dunkin BJ. What screening tools can be used to predict success in surgical training? An examination of validity evidence for personality, emotional intelligence, and situational judgment tests. Podium presentation at the 2nd International Selection in the Health Professions Conference. Melbourne, Australia. April 11-13, 2018.

5. **Gardner AK**, Tobin S, Dunkin BJ. How we select our surgeons across the world: Processes, Outcomes, and Opportunities for Improvement. Symposium conducted at the 2nd International Selection in the Health Professions Conference. Melbourne, Australia. April 11-13, 2018.

6. **Gardner AK**. We're doing it all wrong! Selection methods must be institution specific. Podium presentation at the International Association for Medical Education (AMEE). Basel, Switzerland. August 26, 2018.

7. **Gardner AK**, Cavanaugh KJ, Willis RE, Dunkin BJ. Is reliance on the USMLE for residency screening at odds with efforts to enhance diversity among the surgical workforce? Podium presentation at the International Association for Medical Education (AMEE). Vienna, Austria. August 24-28, 2019.

8. **Gardner AK**, Cavanaugh KJ, Dunkin BJ. Like begets like: How the diversity of faculty within surgery training programs impacts which applicants are invited to interview. Podium presentation at the 2019 International Conference on Residency Education (ICRE). Ottawa, Canada. September 27-29, 2019.
9. **Gardner AK**, Weller J, Spilberg H. Meet the editor: Tips & tricks for publishing and reviewing in the BMJ Simulation journal. Podium presentation at the 2019 Association for Simulated Practice in Healthcare (ASPiH) annual conference. Belfast, Ireland. November 4-6, 2019.

10. **Gardner AK**, Paige JT, Weller J, Spilberg H. How to critically review a paper and know what journals are looking for. Podium presentation at the 2019 Association for Simulated Practice in Healthcare (ASPiH) annual conference. Belfast, Ireland. November 4-6, 2019.

11. Costa P, Cavanaugh KJ, Dunkin BJ, **Gardner AK.** Creating equitable opportunities and enhancing applicant experiences through structured interviews. AMEE Virtual Conference. September 7-9, 2020.

12. **Gardner AK**, Willis RE. Assessing passion for the profession among students pursuing surgical careers. AMEE Virtual Conference. August 27-30, 2021.

13. **Gardner AK** & Costa PL. Creating a surgery-specific situational judgment test for applicant screening: Results from a five-year multi-institutional journey. Podium presentation at the Association for Medical Education in Europe (AMEE). Lyon, France. August 27-31, 2022.

14. **Gardner AK**, Costa PL, & Dunkin BJ. Development of the SurgSJT: A Five Year, Multi-Institutional Journey to Create a Generalizable Situational Judgment Test for Surgical Training. International Conference on Residency Education (ICRE). Montreal, Quebec. October 27-29, 2022.

15. **Gardner AK,** Rodgers D, Steinert YE, Davis RC, Condron C, Peterson DT, Rohra A, Viggers S, Eppich W, Reedy G. Mapping the terrain of faculty development for simulation: Results of a scoping review. Podium presentation at the 7th International Conference on Faculty Development in the Health Professions. Glasgow, Scotland. August 26-27, 2023.

16. **Gardner AK,** Pillow MT, Castillo J, Elliott A, Hysong S. Promoting equitable learning environments through participation in an advanced feedback curriculum. Podium presentation at the 7th International Conference on Faculty Development in the Health Professions. Glasgow, Scotland. August 26-27, 2023.

17. Chen J, Costa PL, **Gardner AK.** Going Above and Beyond with SJTs: Impact of Applicant Characteristics on Open-Response SJT Participation. Podium presentation at the Association for Medical Education in Europe (AMEE). Glasgow, Scotland. August 27-31, 2023.

18. **Gardner AK**, Costa P. Predicting multi-dimensional performance in postgraduate performance in postgraduate medical education with situational judgment tests. Ottawa Conference on the Assessment of Competence in Medicine and Healthcare Professions, Melbourne, VIC, Australia. February 20-24, 2024.

19. **Gardner AK**, Dyrbye L. Mapping the terrain of faculty development needs and approaches across a multi-disciplinary medical campus. Podium presentation at the Association for Medical Education in Europe. Basel, Switzerland. August 26 – 28, 2024.

20. **Gardner AK**, Rose SR, Friedman E. Reinforcing professional behaviors in medical education through the power of professionalism award. Podium presentation at the Association for Medical Education in Europe. Basel, Switzerland. August 26 – 28, 2024.

21. Baatjes K, **Gardner AK,** Hagander L, Hagelsteen K, Walker K, Liao SC, Cleland J. Planning, implementing, and evaluating surgical education innovation and change for the benefit of healthcare and health. Symposium at the Association for Medical Education in Europe. Barcelona, Spain. August 24 – 28, 2025.

22. Michalsen K, Carlson C, Bilyeu, Bazurto L, **Gardner AK.** Teaching with a digital sidekick: AI avatars for faculty feedback training. Presentation at the International Association for Medical Science Education (IAMSE). October 22, 2025.

23. **Gardner AK,** Geiger T, Cleland J, Chan P, Carpenter JE, Drcar SJ. Managing the complexities of selection into healthcare across the globe. Symposium at the 2026 International Congress of Applied Psychology. Florence, Italy. July 21-25, 2026.

24. **Gardner AK,** Michalsen K, Carlson C, Czaja A, Kiger M, Lockspeiser T. Mirror, Mirror, on the wall: Who delivers feedback best of all? Podium presentation at the 2026 International Congress of Applied Psychology. Florence, Italy. July 21-25, 2026.

25. Costa P, Tumarello M, Geiger T, Gardner T, **Gardner AK**. It takes a village: Enhancing realism in high stakes assessments through the inclusion of community voices. Podium presentation at the 2026 International Congress of Applied Psychology. Florence, Italy. July 21-25, 2026.

26. Michalsen K. Lockspeiser T, Czaja A, Carlson C, Kiger M, **Gardner AK.** Feedback delivery skills: Rated by Me, You, and AI, too. Podium presentation at the 2026 Association for Medical Education in Europe (AMEE) annual meeting. Vienna, Austria. August 23-26, 2026.

Podium Presentations (National)

27. Rosen CC, Slater D, King T, **King, A.** Measuring idiosyncratic work arrangements: Development and validation of the ex-post I-deals scale. Podium presentation at the 68th Annual Meeting of the Academy of Management, Anaheim, CA. August, 2008.

28. **King, A**. Perceptions of Politics, Proactive Personality, and Pressures at Work. Podium presentation at the 30th Annual Industrial Organizational/Organizational Behavior (IOOB) Graduate Conference, Illinois Institute of Technology, Chicago, IL. March, 2009.

29. **King A**, Conrad MA. Using theory to design and evaluate simulated interprofessional education programs. Podium presentation at the 12th Annual Conference of the Society for Simulation in Healthcare, San Diego, CA. January, 2012.
30. Conrad M, Holder M, Ahmed R, Atkinson S, **King A.** Transforming debriefing effectiveness through train-the-trainer format. Presentation conducted at the 12th Annual Conference of the Society for Simulation in Healthcare, San Diego, CA. January, 2012.

31. **King A**, Holder M, Ahmed RA. Error management training in health professions education. Podium presentation at the 13th Annual Conference of the Society for Simulation in Healthcare, Orlando, Fl. January, 2013.

32. Ahmed R, Atkinson SS, Gable BD, **Gardner AK.** Bringing realism to trauma and surgery simulation. Presentation conducted at the 14th Annual Conference of the Society for Simulation in Healthcare, San Francisco, CA. January 28, 2014.

33. Gardner **AK**, Ahmed RA. Using cognitive psychology and simulation training to enhance surgical team performance. Podium presentation at Surgical Forum, 101st Annual Clinical Congress of the American College of Surgeons, San Francisco, CA. Oct 29, 2014.

34. Korndorffer JR, **Gardner AK,** Haque MI, Johnston MJ, Paige, JT. Use of simulation to improve the perioperative system. Panel presentation at the 15th Annual Conference of the Society for Simulation in Healthcare, New Orleans, LA. January 12-15, 2015.

35. Ahmed RA, **Gardner AK**, Hughes P, Kridler CA, Zalewski J, Gable B. High risk simulations in disaster & infectious disease. Presentation conducted at the 15th Annual Conference of the Society for Simulation in Healthcare, New Orleans, LA. January 12-15, 2015.

36. **Gardner AK,** Willis RE, Dunkin BJ, Van Sickle KR, Brown KM, Truitt MS, Uecker JM, Gentry LG, Scott DJ. A multicenter needs assessment for improvements in MIS and flexible endoscopy training for surgery residents. Podium presentation at the 54th Annual Meeting of the North Texas Chapter of the American College of Surgeons. Dallas, TX. February 20-21, 2015.

37. **Gardner AK**, Clanton J, Jabbour II, Scott DJ, Scott L, Russo MA. An examination of the "seductive details effect" in acquisition and transfer of laparoscopic suturing skills. *Plenary* podium presentation at the American College of Surgeon's Accredited Educational Institutes Annual Conference. Chicago, IL. March 13-14, 2015.

38. **Gardner AK,** AbdelFattah K, Wiersch J, Ahmed RA, Willis RE. Embracing errors in simulation- based training: The impact of error training on retention and transfer of central venous catheter skills. Podium presentation at the 15th Annual Meeting of the Association of Program Directors in Surgery. Seattle, WA. April 21-22, 2015.

39. **Gardner AK**, Diesen D, Hogg D, Huerta S. The impact of goal setting and goal orientation on performance during a clerkship surgical skills training program. *Plenary* podium presentation at the Association for Surgical Education Annual Conference. Seattle, WA. April 22-25, 2015.

40. **Gardner AK**, Kosemund M, Martinez J. Examining the feasibility and predictive validity of the SAGAT tool to assess situation awareness among surgical trainees. Podium presentation at Surgical Forum, 102nd Annual Clinical Congress of the American College of Surgeons, Chicago, IL. October 4-8, 2015.
41. **Gardner AK**, Russo MA, Jabbour II, Kosemund M, Hogg D, Scott DJ. Assessment and reliability of general surgery residents' intraoperative communication skills. Podium presentation at Surgical Forum, 102nd Annual Clinical Congress of the American College of Surgeons, Chicago, IL. October 4-8, 2015.
42. **Gardner AK,** Ritter EM, Fernandez G, Dunkin BJ, Ahmed R, Paige JT. Choosing trainees: To screen or not to screen using simulation. Panel presentation at the 16th Annual Conference of the Society for Simulation in Healthcare, San Diego, CA. January 16-20, 2016.

43. **Gardner AK,** Scott DJ, AbdelFattah KR. Do great teams think alike? An examination of team mental models and their impact on team performance. Podium presentation at the American College of Surgeon's Accredited Educational Institutes Annual Conference. Chicago, IL. March 6- 8, 2015.

44. **Gardner AK,** Rush R, Eggerstedt J. Creating Curricula and Assessment Methods for Complex Communication. Workshop conducted at the American College of Surgeon's Accredited Educational Institutes Annual Conference. Chicago, IL. March 6-8, 2016.

45. Paige JT, **Gardner AK**, Johnston M, Korndorffer JR, Haque MI, Acton R, Nepomnayshy D, Stefanidis, D. Using simulation to improve quality and safety in surgical care. Panel presentation at the Society of American Gastrointestinal and Endoscopic Surgeons, Boston, MA. March 16-20, 2016.

46. **Gardner AK**, Marks JM, Pauli EM, Majumder A, Dunkin BJ. Changing attitudes and improving skills: Demonstrating the value of the SAGES Flexible Endoscopy Course for fellows. Podium presentation at the Society of American Gastrointestinal and Endoscopic Surgeons, Boston, MA. March 16-20, 2016.

47. **Gardner AK**, Scott DJ, Willis RE, Van Sickle K, Truitt MS, Uecker J, Marks JM, Dunkin BJ. Is current surgery resident and GI fellow training adequate to pass FES? Podium presentation at the Society of American Gastrointestinal and Endoscopic Surgeons, Boston, MA. March 16-20, 2016.

48. Clanton J, **Gardner AK,** Subichin M, Alvanah P, Hardy W, Shah A, Porter J. Patient Hand-off Initiation and Evaluation (PHONE) Study: A Randomized trial of patient handoff methods. Podium presentation at the Association for Surgical Education Annual Conference. Boston, MA. April 12-15, 2016.

49. **Gardner AK,** Kosemund M, Hogg D, Heymann A, Martinez J. Setting goals, not just roles: Improving teamwork through goal-focused debriefings. **Plenary** podium presentation at the Association for Surgical Education Annual Conference. Boston, MA. April 12-15, 2016.

50. Watanabe Y, Nepomnayshy D, **Gardner AK**, Fitzgibbons SC, Ghaderi I, Alseidi A, Stefanidis D, Paige JT, Seymour N, McKendy K, Bilgic E, Deal S, Vassiliou MC. Multicenter proficiency benchmarks for an advanced laparoscopy surgery curriculum. Podium presentation at the Association for Surgical Education Annual Conference. Boston, MA. April 12-15, 2016.

51. **Gardner AK**, Scott DJ. Repaying in kind: The reciprocity effect for faculty and resident evaluations. Podium presentation at the 16th Annual Meeting of the Association of Program Directors in Surgery. Boston, MA. April 15-17, 2016.

52. Al Fayyadh MJ, Heller SF, Rajab TK, **Gardner AK**, Bloom JP, Rawlings JA, Smink DS, Farley DR, Willis RE, Dent DL. Predicting success of preliminary surgical residents: A multi-institutional study. Podium presentation at the 16th Annual Meeting of the Association of Program Directors in Surgery. Boston, MA. April 15-17, 2016.

53. Nassour I, Spalding MC, Hynan L, **Gardner AK**, Williams BH. The surgeon-performed ultrasound: A curriculum to improve surgical residents' basic ultrasound knowledge and skills. Podium presentation at the Association for Academic Surgery (AAS) annual meeting. Las Vegas, NV. February 7-9, 2017.

54. AbdelFattah K, Spalding M, Leshikar D, **Gardner AK**. Team-based simulations for new surgeons: Does early and often make a difference? Podium presentation at the Annual American College of Surgeons (ACS) Surgical Simulation Meeting. Chicago, IL. March 17, 2017.

55. **Gardner AK**, Ujiki MB, Dunkin BJ. Passing the Fundamentals of Endoscopic Surgery (FES) exam: Linking specialty choice and attitudes about endoscopic surgery to success. Podium presentation at the Society of American Gastrointestinal and Endoscopic Surgeons (SAGES). Houston, TX. March 24, 2017.

56. Ritter EM, Taylor ZA, Wolf KR, Franklin BR, Placek SB, Korndorffer JR, **Gardner AK.** Simulation- based mastery learning for endoscopy using the endoscopy training system: A strategy to improve endoscopic skills and prepare for the Fundamentals of Endoscopic Surgery (FES) manual skills exam. Podium presentation at the Society of American Gastrointestinal and Endoscopic Surgeons (SAGES). Houston, TX. March 24, 2017.

57. AbdelFattah KR, Favors B, Choti MA, **Gardner AK**. The impact of an intraoperative feedback and assessment tool on faculty teaching behaviors. **Plenary** podium presentation at the 17th Annual Meeting of the Association of Program Directors in Surgery (APDS). San Diego, CA. April 18, 2017.

58. Joshi K, Hernandez J, Martinez J, AbdelFattah K, **Gardner AK.** Should they stay or should they go now? Exploring the impact of stable versus dynamic team composition on interprofessional team training outcomes. Podium presentation at the Association for Surgical Education (ASE) Conference. San Diego, CA. April 20, 2017.

59. Franklin BR, Placek SB**, Gardner AK**, Korndorffer JR, Wagner MD, Pearl JP, Ritter EM. Preparing for the American Board of Surgery Flexible Endoscopy Curriculum: Development

60. of multi- institutional proficiency-based training standards and pilot testing of a simulation based mastery learning curriculum for the Endoscopy Training System. Podium presentation at the Association for Surgical Education (ASE) Conference. San Diego, CA. April 20, 2017.

61. **Gardner AK,** Waters V, McLaughlin RJ. What do faculty in health professions need to be competent educators? Results from a school-wide needs assessment. Podium presentation at the Texas Association of Schools of Allied Health Professions (TSAHP) annual meeting.

Houston, TX. September 21-22, 2017.

62. **Gardner AK**, Mullen A. Is there a dark side to interprofessional education? An exploration of interprofessional learning on self-competency and performance during clinical training. Podium presentation at the 50th annual meeting of the Association of Schools of Allied Health Professions (ASAHP). San Antonio, TX. October 18-20, 2017.

63. **Gardner AK,** Waters V, McLaughlin RJ. What do faculty in health professions need to be competent educators? Results from a school-wide needs assessment. Podium presentation at the 50th annual meeting of the Association of Schools of Allied Health Professions (ASAHP). San Antonio, TX. October 18-20, 2017.

64. Miller M, Mullen A, **Gardner AK.** What clinical rotation factors impact resident success? An examination of autonomy, patient interactions, and learning objectives. Podium presentation at the 50th annual meeting of the Association of Schools of Allied Health Professions. San Antonio, TX. October 18-20, 2017.

65. **Gardner AK**, Timberlake MD, Dunkin BJ. Faculty development for the operating room: An examination of the effectiveness of an intraoperative teaching course for surgeons. Podium presentation at the 104th Annual Clinical Congress of the American College of Surgeons, San Diego, CA. October 22-26, 2017.

66. **Gardner AK**, Dunkin BJ. Applying the science of selection to surgical fellowships: An examination of feasibility, efficiency, and faculty perceptions. Podium presentation at the South Texas Chapter of the American College of Surgeons. Houston, TX. February 22-24, 2018.

67. **Gardner AK**, AbdelFattah K. Facilitating accurate team self-assessments: Can simulation play a role? Podium presentation at the Annual ACS Surgical Simulation Summit. Chicago, IL March 16- 17, 2018.

68. Ritter EM, Lineberry M, Hashimoto DA, Gee D, Guzzetta AA, Scott DJ, **Gardner AK**. Simulation- based mastery learning significantly reduces gender-based performance differences on the Fundamentals of Endoscopic Surgery (FES) performance examination. Presentation at the 2019 annual meeting of the Society of American Gastrointestinal and Endoscopic Surgeons (SAGES). March 23, 2018.

69. **Gardner AK,** Dunkin BJ. Applicant perceptions of new selection systems for surgical training: Selection science doesn't "scare away the good ones." Podium presentation at the Association for Surgical Education (ASE) annual meeting. Austin, Texas, May 1, 2018.

70. **Gardner AK**, Dort J, Lau JN, Harrington D. Resident attrition: Can better selection systems help fix our issues? Panel presentation conducted at the Association for Surgical Education Conference & Association of Program Director Conference. Austin, TX. May 3, 2018.

71. Steinemann S, **Gardner AK**, Aulet T, Fitzgibbons S, Campbell A, Acton R. ACS/ASE medical student simulation-based surgical skills curriculum: Alignment with entrustable professional activities. Podium presentation at the Association for Surgical Education (ASE)

annual meeting. Austin, Texas, May 2, 2018.

72. Dackiw A, **Gardner AK**, Hogg D, Diesen D, Sharma R, Huerta S. Evolution of a preparation for surgery residency course: 10 year experience and transition to the ACS/APDS/ASE Resident Prep Curriculum. Podium presentation at the Association for Surgical Education (ASE) annual meeting. Austin, Texas, May 3, 2018.

73. Nepomnayshy D, **Gardner AK,** et al. Advanced laparoscopic skills: Understanding the relationship between simulation-based practice and clinical performance. Podium presentation at the Association for Surgical Education (ASE) annual meeting. Austin, Texas, May 3, 2018.

74. **Gardner AK**, Smink DS, Scott BG, Korndorffer JR, Harrington DT, Ritter EM. Money talks: How much are we spending on resident selection? Podium presentation at the Association of Program Directors in Surgery (APDS) Annual Meeting. Austin, Texas. May 4, 2018.

75. Wright DB, Mullen A, **Gardner AK**. The effectiveness of student participation in faculty development. Podium presentation at the Texas Association of Schools of Allied Health Professions (TSAHP) annual meeting. San Antonio, TX. September 21-22, 2018.

76. Wright DB, Mullen A, **Gardner AK**. Student-led faculty development: Must we mind the gap? Podium presentation at the 51st annual meeting of the Association of Schools of Allied Health Professions. St. Petersburg, FL. October 18-20, 2018.

77. **Gardner AK,** Cavanaugh KJ, Willis RE, Dent D, Reinhart H, Truitt M, Scott BG, Dunkin BJ. Should we agree to disagree? Efforts to create a multi-institutional applicant screening tool for surgery residency. Podium presentation at the South Texas American College of Surgeons Annual Meeting. Austin, TX. February 7-9, 2019.

78. Ritter EM, **Gardner AK,** Dunkin BJ, Schultz L, Feldman L. Video based assessment for laparoscopic fundoplication: Initial development of a robust tool for operative performance assessment. Podium presentation at the Society of American Gastrointestinal and Endoscopic Surgeons (SAGES). Baltimore, MD. April 5, 2019.

79. Cavanaugh KJ, Dunkin BJ, Willis RE, **Gardner AK.** Is beauty in the eye of the beholder? Differences in surgical training program preferences among women and minorities. Podium presentation at the Association for Surgical Education Annual Meeting. Chicago, IL. April 25-27, 2019.

80. **Gardner AK**, Cavanaugh KJ, Willis RE, Dent D, Reinhart H, Truitt M, Scott BG, Dunkin BJ. Great expectations? Future competency requirements among candidates entering surgery training. Podium presentation at the Association for Surgical Education Annual Meeting. Chicago, IL. April 25-27, 2019.

81. **Gardner AK.** Can better selection tools help us achieve our diversity goals in postgraduate medical education? **Plenary** podium presentation at the 15th Annual AAMC Health Workforce Research Conference. Alexandria, VA. May 1-3, 2019.

82. **Gardner AK**, Drcar SJ, Malmberg E, Blakely T. Barriers to advancement: An exploration of frequency and type of microaggressions at a health sciences university. Podium presentation at the GFA GWIMS Joint Professional Development Conference, Chicago, IL. July 11-13, 2019.

83. **Gardner AK.** Meeting mania: A needs assessment of meeting quality in a School of Health Professions. Podium presentation at the 2019 Association of Schools of Allied Health Professions (ASAHP) Annual Conference, Charleston, SC. October 16-18, 2019.

84. **Gardner AK**, Cavanaugh KJ, Willis RE, Dunkin BJ. Like begets like: How the diversity of subject matter experts impact subgroup differences on residency screening assessments. Podium presentation at the American College of Surgeons (ACS) Annual Meeting. San Francisco, CA. October 30, 2019.

85. **Gardner AK**, Cullen MJ, Dore, K, Davidson H, Zhou C, Marcus-Blank B, Sackett P, Naemi, B, Dunleavy D. Opportunities and challenges in using SJTs in Medical Education. Podium presentation at the Society of Industrial and Organizational Psychology (SIOP) Annual Meeting, Austin, Texas. April 23, 2020.

86. **Gardner AK**, Kinney TB, Slezak TJ, Mecca JT, Hardy JH, Carr AE, Sloan M. The who, what, when, and where of candidate feedback. Podium presentation at the Society of Industrial and Organizational Psychology (SIOP) Annual Meeting, Austin, Texas. April 23, 2020.

87. **Gardner AK**, Prewett MS, Arnold JD, Brannick MT, Miller EP. Assessments in a healthcare setting: Challenges and opportunities. Podium presentation at the Society of Industrial and Organizational Psychology (SIOP) Annual Meeting, Austin, Texas. April 24, 2020.

88. **Gardner AK**, Fletcher K. I-Os in healthcare: Exploring opportunities for practice and research. Podium presentation at the Society of Industrial and Organizational Psychology (SIOP) Annual Meeting, Austin, Texas. April 25, 2020.

89. Cavanaugh KJ, Costa PE, Dunkin BJ, **Gardner AK**. Implementing structured interviews into residency selection: Does it help and do applicants notice? Podium presentation at the Association of Surgical Education (ASE) virtual meeting. May 2, 2020.

90. Costa PE, Beckman M, Flynn W, Harris L, Hoffman A, Lukan J, Rothstein DH, **Gardner AK**, Cavanaugh KJ, Woods A, Dunkin BJ, Schwaitzberg SD. Dissecting a department of surgery: Exploring organizational culture and competency expectations. Podium presentation at the Association of Surgical Education (ASE) virtual annual meeting. August 27, 2020.

91. Costa PE, Cavanaugh KJ, Dunkin BJ, **Gardner AK.** Capturing the candidate experience: Exploring applicant reactions to online residency screening assessments. Podium presentation at the Association of Program Directors in Surgery (APDS) virtual annual meeting. May 2, 2020.

92. **Gardner AK**, Willis RE. Measuring the fire in their hearts: Assessing passion for the profession among entering surgical trainees. Podium presentation at the Association of Program Directors in Surgery (APDS) annual meeting. Boston, MA. April 28, 2021.

93. Rabe C, Lopez K, DiBello S, Riconda D, Love E, Cheng S, Ng L, Venkataramini S, McLaughlin R, **Gardner AK.** True things about determining your school's diversity, equity, and inclusion needs. Society for Advancement of Health Professions. Galveston, TX. Sept 17, 2021.

94. Lund SD, D'Angelo J, Stulak J, **Gardner AK**, Rivera M. Effect of formative compared to summative simulated skills assessments on general surgery resident motivation. Podium presentation at the Association for Surgical Education (ASE) annual meeting. San Antonio, TX. May 2-5, 2022.

95. Chen J, Costa PE, **Gardner AK**. Use of feedback orientation scale for selection of applicants to general surgery residency. Podium presentation at the Association for Surgical Education (ASE) annual meeting. San Antonio, TX. May 2-5, 2022.

96. **Gardner AK**, Costa PE, Willis RE. Getting on the same page: The impact of interviewer education and structured interviews on interrater agreement in residency interviews. Podium presentation at the Association of Program Directors in Surgery (APDS) annual meeting. San Antonio, TX. May 4-6, 2022.

97. Chen J, Costa PE, Gardner AK. Exploring trends in organizational culture perceptions among faculty and trainees. Presentation at the Association of Accredited Graduate Medical Education (ACGME) annual meeting. Nashville, TN. February 25, 2023.

98. Chen J, Costa PE, **Gardner AK**. Maximizing standardization while ensuring equity." Podium presentation at the Association of Program Directors in Surgery (APDS) annual meeting. San Diego, CA. April 11- 13, 2023.

99. Chen J, **Gardner AK**. Going above and beyond with SJTs: Impact of applicant characteristics on open-response SJT participation. Podium presentation at the Association for Surgical Education in Surgery (ASE) annual meeting. San Diego, CA. April 13-15, 2023.

100. Chen J, Costa PE, **Gardner AK**. Do you see what I see? Exploring trends in organizational culture perceptions across surgery residency programs. Podium presentation at the Association for Surgical Education in Surgery (ASE) annual meeting. San Diego, CA. April 13-15, 2023.

101. Rose SR, **Gardner AK,** Friedman E. Cups of coffee to address professionalism concerns: Lessons learned from a ten-year experience. Podium presentation at the American Board of Medical Specialties (ABMS) annual meeting. Chicago, IL. September 19-21, 2023.

102. Rose SR, **Gardner AK**, Friedman E. Power of Professionalism (POP) awards: A low-cost, collaborative strategy to validate and amplify positive professionalism. Podium presentation at the American Board of Medical Specialties (ABMS) annual meeting. Chicago, IL. September 19-21, 2023.

103. **Gardner AK,** Dyrbye L. Improving physician burnout and professional fulfillment through a multi-pronged approach. Panel presentation at the Society for Industrial and Organizational Psychology annual meeting. Chicago, IL. April 17-20, 2024.

104. Chen J, Keyes SA, DeGregorio V, **Gardner AK.** Enhancing perceptions of social support and belongingness in surgery residency programs. Association for Program Directors in Surgery (APDS) annual meeting. Orlando, FL. April 25-27, 2024.

105. **Gardner AK.** The long and winding road: Ten tips for creating video-based assessments. Society of American Gastrointestinal and Endoscopic Surgeons (SAGES) annual meeting. Long Beach, CA. March 14, 2025.

106. **Gardner AK.** Considerations for pursuing post-docs in Industrial & Organizational Psychology. Panel presentation at the Society for Industrial & Organizational Psychology (SIOP) annual meeting. Denver, CO. April 3, 2025.

107. **Gardner AK.** Promoting resilience through talent management techniques. Panel presentation at the Society for Industrial & Organizational Psychology (SIOP) annual meeting. Denver, CO. April 3, 2025.

108. **Gardner AK,** Michalsen K, Adams J, Zimmer Z. Re-igniting an Academy of Medical Educators: Results from a Year of Hustle. Presentation at the Academies Collaborative annual meeting. December 2, 2025.

109. Michalsen K, Carlson C, Biley C, Bazurto L, **Gardner AK.** Innovating faculty development efforts with AI-powered feedback simulations. AAMC Digital Learning Conference. February 5-6, 2026.

110. **Gardner AK,** Bazurto L, Michalsen K. Re-igniting an Academy of Medical Educators: Results from a Year of Hustle. Podium presentation at the AAMC Western Group on Educational Affairs (WGEA) annual meeting. Tucson, AZ. April 19-21, 202.

111. **Gardner AK**, Wood D, Hawley K, Asher Z, Christian N, Cripps MC. FacDev Sprinkles: Because Great Teaching Deserves a Little Sugar. Podium presentation at the annual Association for Surgical Education meeting. Atlanta, GA. April 29, 2026.

Poster Presentations (International)

1. **Gardner AK**, Dunkin BJ. Applicant perceptions of new selection systems for surgical training in the United States. Poster presentation at the 2nd International Selection in the Health Professions Conference. Melbourne, Australia. April 11-13, 2018.

2. **Gardner AK**, Cavanaugh KJ, Dunkin BJ. Gender bias among professional surgical educators: Are we are of it and how do we handle it? Poster presentation at the 2018 International Conference on Surgical Education & Training (ICOSET). Edinburgh, Scotland. March 21, 2019.

3. **King, A**. Is the view better from the top? Placing perceptions of politics outcomes in a hierarchical context. Poster presented at the 60th Annual Meeting of the Ohio Psychological Association, Columbus, OH. October, 2009.

4. **King A**, Elicker JD. Perceptions of politics, proactive personality, and performance. Poster presented at the 25th Annual Meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA. April, 2010.

5. **King A**, Hill S, Levy PE. Peer reactions to impression management. Poster presented at the 119th Annual Conference of the American Psychological Association, Washington, D.C. August, 2011.

6. Hill SC, **King A.** Follower dependency: the role of personality, self-concept clarity, and self- monitoring. Interactive poster session conducted at the 27th Annual Meeting of the Society of Industrial and Organizational Psychology, San Diego, CA. April, 2012.

7. Clanton J, **King A**, Mellert L, Cheung M, George RL. A scalpel named desire: The effect of intrinsic motivation on medical students. Poster presented at The Association for Surgical Education Annual Conference. Orlando, FL. April, 2013.

8. Clanton J, **Gardner AK,** McAlvanah P, Porter J. Patient Hand-Off iNitiation and Evaluation (PHONE study). Poster presented at Summa Postgraduate Day, Akron, OH. June 15, 2013.

9. Ahmed RA, Atkinson SA, Gable BD, Yee J, **Gardner AK.** Coaching from the sidelines: examining the impact of teledebriefing in simulation-based training. Poster presented at the 15th Annual Conference of the Society for Simulation in Healthcare, New Orleans, LA. January 12-15, 2015.

10. Cooper J, Paige JT, **Gardner AK.** Faculty development practices at American College of Surgeons Accredited Educational Institutes. Poster presented at the 8th Annual Meeting of the Consortium of ACS-Accredited Education Institutes, Chicago, IL. March 13-14, 2015.

11. **Gardner AK,** Willis RE, Dunkin BJ, Van Sickle KR, Brown KM, Truitt MS, Uecker JM, Gentry LG, Scott DJ. A multicenter needs assessment for improvements in MIS and flexible endoscopy training for surgery residents. Poster presented at the Society of American Gastrointestinal and Endoscopic Surgeons, Nashville, TN. April 16-17, 2015.

12. Kirkendall S, **Gardner AK**, Rege RV. Long term follow-up of a validated robotic surgery training program. Poster presentation at the Society of American Gastrointestinal and Endoscopic Surgeons, Boston, MA. March 16-20, 2016.

13. Do FN, Gituma G, Harrison R, Ambardekar A, Olson D, Abdulkadir K, **Gardner AK**, Keebler JR, Sheng J, Lowrey T, Phelps E, Grelich P, Lynch I, Guttman O, McBroom M. Building high-functioning teams to spread handoffs and transitions: Use of in situ simulation and observer training. Shared Vision Conference, UT Southwestern Medical Center, Dallas, TX. May 2016.

14. Taylor ZA, Wolf KR, **Gardner AK**, Placek SB, Franklin BR, Pearl JP, Ritter EM. Performance on a physical endoscopic simulation platform predicts performance on the Fundamentals of Endoscopic Surgery (FES) manual skills exam. Poster presentation at the 10th Annual American College of Surgeons Surgical Simulation Conference. Chicago, IL. March 17-18, 2017.

15. Jabbour II, Stefanidis D, **Gardner AK**. Coaching for surgical skill development: Stressful but effective. Poster presentation at the Society of American Gastrointestinal and Endoscopic Surgeons (SAGES). Houston, TX. March 24, 2017.

16. **Gardner AK,** Ali AB, Ritter EM, Ujiki MB, Dunkin BJ. Can the Endoscopy Training System (ETS) be used as a screening tool to predict who will pass the Fundamentals of Endoscopic Surgery (FES) examination? Poster presentation at the Society of American Gastrointestinal and Endoscopic Surgeons (SAGES). Houston, TX. March 24, 2017.

17. **Gardner AK**, Mullen A. Is there a dark side to interprofessional education? An exploration of interprofessional learning on self-competency and performance during clinical training. Poster presentation at the Baylor College of Medicine Academy of Distinguished Educator's Annual Showcase of Educational Scholarship. Houston, TX. September 29, 2017.

18. Boe B, **Gardner AK**. Examining the competency of recent graduates of an orthotics and prosthetics training program. Poster presentation at the Baylor College of Medicine Academy of Distinguished Educator's Annual Showcase of Educational Scholarship. Houston, TX. September 29, 2017.

19. Boe BE, **Gardner AK.** Examining the competency of recent graduates of orthotics and prosthetics training. Poster presentation at the 50th annual meeting of the Association of Schools of Allied Health Professions. San Antonio, TX. October 18-20, 2017.

20. Bradley S, Utay J, **Gardner AK**, Mullen A. Teaching behaviors in clinical preceptors: Do they matter? Poster presentation at the 50th annual meeting of the Association of Schools of Allied Health Professions. San Antonio, TX. October 18-20, 2017.

21. Melvin M, **Gardner AK**, Mullen A. Documentation diligence: The effect of logging encounters on performance in residency. Poster presentation at the 50th annual meeting of the Association of Schools of Allied Health Professions. San Antonio, TX. October 18-20, 2017.

22. Boe BE, Mullen A, **Gardner AK.** Examining the Competency of Recent Graduates of an Orthotics and Prosthetics Training Program. Poster Presented at the American Academy of Orthotists and Prosthetists 44th Annual Meeting & Symposium. New Orleans. February 14-17, 2018

23. Keyes SA, **Gardner AK**. Integrating a lifestyle medicine curriculum into physician assistant programs. Poster presentation at the 2018 Physician Assistant Education Association Education Forum. Anaheim, CA. October 26, 2018.

24. Christner J, Smith C, McLaughlin RJ, Gardner AK, Harris TB, Friedman E, Monroe A, Coleman N, Purkiss JA. Addressing the learning environment for diverse learners at a health sciences university: Insights from an interschool institutional approach. Poster presentation at the 2019 ChangeMedEd Conference; Chicago, IL. September 18-21, 2019.

25. Chen J, Costa PE, **Gardner AK**. Exploring trends in organizational culture perceptions among faculty and trainees. Presentation at the Association of Accredited Graduate Medical Education (ACGME) annual meeting. February 25, 2023.

26. **Gardner AK**, Dyrbye L. Joining the club: Motivations, goal fulfillment, and desired offerings within an Academy of Medical Educators. Poster presentation at the annual meeting of the Academies Collaborative. Atlanta, GA. November 8, 2024.

27. Michalsen K, Czaja A, Carlson C, Lockspeiser T, Kiger M, Bilyeu M, **Gardner AK**. Avatars with advantages: Live AI-Powered Partners in Faculty Development. Poster presentation at the annual meeting of the Association of Pediatric Program Directors. Denver, CO. April 15-16, 2026.

28. Michalsen K, Carlson C, Czaja A, Lockspeiser T, Kiger M, Bilyeu M, **Gardner AK**. Avatar-assisted feedback training: A new era for faculty development. Poster presentation at the annual meeting of the AAMC Western Group on Educational Affairs (WGEA). Tucson, AZ. April 19-21, 2026.

29. **Gardner AK,** Wood D, Hawley K, Asher Z, Christian N, Cripps M, Lloyd G. FacDev Sprinkles: Exploration of a Longitudinal, Bite-sized Faculty Development Program for Surgeons. Poster presentation at the annual meeting of the AAMC Western Group on Educational Affairs (WGEA). Tucson, AZ. April 19-21, 2026.

Poster Presentations (Local)

30. **Gardner AK**, Dyrbye L. Joining the club: Motivations, goal fulfillment, and desired offerings within an Academy of Medical Educators. Poster presentation at the University of Colorado School of Medicine Education & Innovation Symposium. Aurora, CO. May 1, 2024.

31. **Gardner AK**, Bilyeu C, Michalsen K, Carlson C. Getting by with a little help from AI friends: AI-powered avatars for faculty development. Poster presentation at the University of Colorado School of Medicine Education & Innovation Symposium. Aurora, CO. April 30, 2025.

32. Michalsen K, **Gardner AK**, Dyess N. Graduate medical education trainee self-assessment using the Accreditation Council of Graduate Medical Education (ACGME) clinical educator milestones during an educator curriculum. Poster presentation at the University of Colorado School of Medicine Education & Innovation Symposium. Aurora, CO. April 30, 2025.

33. **Gardner AK.** Reinventing feedback delivery: Leveraging AI-powered avatars to transform skill development. Poster presented at the University of Colorado System AI Award Recognition Event. Denver, CO. May 2, 2025.

IV. EDUCATIONAL QUALITY IMPROVEMENT

1. Student Mistreatment Task Force. Baylor College of Medicine, Houston, Texas. (2017 – 2023)
    a. Goals/description: This task force was created to monitor and ensure a safe and supportive learning environment for students across all schools at BCM.
    b. School representative for campus-wide meetings, mistreatment evaluation lead for the School of Health Professions, project organizer for multi-school assessment aggregation and review.
    c. Time commitment: 20 hrs/year

2. Accreditation Council. School of Health Professions, Houston. Texas. (2017 – 2023)
    a. Goals/description: Monitor and review assessment strategies to ensure compliance with professional accreditation requirements for each of the four degree-granting programs within the School of Health Professions. Work with each program during self-study, material submission, and site visits to ensure understanding, organization, and compliance.

3. Education Mission Strategic Planning. Baylor College of Medicine, Houston, Texas. (2018 – 2023)
    a. Goals/description: Led a six-month strategic planning process to align the School of Health Professions with newly-defined education mission of Baylor College of Medicine. Compiled group of BCM faculty and external representatives to conduct an internal analysis, prioritize aims, and develop specific goals along each priority area.
    b. Task force lead
    c. Preparation time: 40 hours

4. Dean's Task Force on Diversity, Inclusion, and Equity. School of Health Professions, Baylor College of Medicine, Houston, Texas. (2019 – 2023)
    a. Goals/description: The task force was created to propose priorities, strategies, and initiatives for the school that will foster and monitor the development and retention fo a diverse and inclusive student body, faculty, and staff aligned with school and institutional values.
    b. Task force Chair
    c. Time commitment: ~25 hours

5. Strategic Goal Planning & Monitoring, School of Health Professions, Baylor College of Medicine, Houston, Texas (2018 – 2023)
    a. Goals/description: Create school-wide goals, data collection processes, evaluation monitoring, and action plans related to student achievement, faculty professional development, faculty/staff morale, and learning environment.
    b. Lead
    c. Preparation time: 120 hours

6. Southern Association of Colleges and Schools Commission on Colleges Accreditation Planning Committee, Baylor College of Medicine, Houston. Texas. (2021 – 2023)
    a. Goals/description: Monitor and review assessment strategies to ensure develop initial narrative to ensure compliance with Student Achievement metrics for all of the degree- granting programs within Baylor College of Medicine.

V. SERVICE

University of Colorado School of Medicine
CU Medical Education Scholarship Accelerator (CU MESA) Leadership Council, 2026 - present
Curriculum Steering Committee, 2023 - present
LCME Accreditation Task Force, 2023 – present
Medical Student Association Capstone Research Poster Judge, 2024 - present
Program for Academic Clinician Educators (PACE) Applicant Review committee, 2025 – present
Vice Chair of Education Committee, 2025 - present
Well-being Leaders Committee, 2023 – 2024

Baylor College of Medicine, Houston, Texas
Clark Service Award Review Committee, 2017 – 2023
Deans Search Committee, 2021 – 2022
Education Advisory Council, 2017 – 2023
Faculty Appointments & Promotions Committee, 2021 – 2023
Inclusion & Excellence Council, 2018 – 2023
Leadership Development Council, 2017 - 2023
Norton Rose Fulbright Education Grants Review Panel, 2019 – 2023
Racial Health Disparities Grant Reviewer, 2020
RIITE Role Model Executive Selection Committee, 2017 – 2019
SACSCOC Quality Enhancement Planning Committee, 2023 –
Women of Excellence Award Selection Committee, 2019 – 2023

School of Health Professions, BCM, Houston, TX
Chair, Awards Committee, 2017 – 2023
Curriculum Committee, 2017 – 2023
Chair, Dean's Task Force on Diversity, Equity, Inclusion, 2019 – 2020
Co-Chair, Diversity, Equity, & Inclusion Subcommittee, 2020 – 2021
Education Executive Committee, 2017 – 2023

Faculty Appointments & Promotion Committee, 2018 – 2023
Co-Chair, Faculty Appointments & Promotion Committee, 2020 – 2023
Program Directors Committee, 2017 – 2023
Chair, Scholarship Committee, 2023 – 2023
Chair, Strategic Planning Committee, 2018 - 2019
Student Promotions Committee, 2017 – 2019

Department of Surgery, BCM, Houston, Texas
Office of Surgery Research Internal Scientific Review Panel, 2022 - 2023

UT Southwestern Medical Center, Dallas, Texas
GME Corrective Action Review Panel, 2013 - 2016
GME Informatics Governance Committee, 2013 –
2016 GME Internal Review Committee, 2013 – 2015
Chair, GME Multi-specialty Research committee, 2014- 2016
GME Program Data Analysis Committee, 2013 – 2016
GME Resident Grievance Council, 2013 – 2016
Medical Student Interviewer, 2014 – 2016

Department of Surgery, UTSW, Dallas, Texas
Co-Chair, Residency Eval Committee, 2013 - 2016
Chair, Education Committee, 2013 – 2016
Technical Skills Curriculum Committee, 2013 – 2016
Co-Chair, Residency Rotation Site Director Committee, 2013 – 2016
Chair, Clinical Competency Committee, 2014 – 2016
Chair, Program Evaluation Committee, 2014 – 2016
Medical Student Education Committee, 2014 – 2016
Fellowship Committee, 2015 – 2016