

Johns Hopkins University School of Medicine Alpha Omega Alpha Faculty Selection



Motto of AOA: Be worthy to serve the suffering

With goals to be equitable, inclusive, holistic, and transparent, our Johns Hopkins SOM AOA chapter will use the following domains to select resident and fellows in their last year of training for induction.

DOMAINS

Scholarship

Participation in research and scholarly activities that advance knowledge or improvement in a clinical process or educational initiative. Factors considered include: dissemination of knowledge (peer-reviewed manuscripts, presentations, clinical discussions, rounds, research conferences, and professional platforms); quality of products and impact; role in research and scholarship.

Leadership

Named roles and titles or narrative evidence of leadership in local or national organizations that contribute to the School of Medicine, University, or profession of medicine.

Service

Meaningful contributions to activities that benefit Johns Hopkins, the local Baltimore community and/or broader communities. These could include: providing resources, education, clinical care to the underserved, marginalized or suffering; sustained contributions to organizational involvement in the development and implementation of programs or initiatives; advocacy or efforts to reform public policy; creation or dissemination of publications not otherwise classified as scholarship that contribute to health and wellbeing.

Clinical excellence

The clinically excellent resident/fellow has demonstrated excellence in communication and interpersonal skills, professionalism and humanism, and navigation of the healthcare system. Such physicians are exemplary with respect to diagnostic acumen, knowledge, and their scholarly approach to clinical practice. They exhibit a passion for patient care, display cultural humility, and they explicitly model all of the above to the health care team and community.

Professionalism

The nominee must not have any documented professionalism concerns and be in good academic standing.

Teaching

Excellence in teaching lies at the heart of AOA's mission to advance the art and profession of medicine. Honoring teaching celebrates those who transform knowledge into practical wisdom, empower learners through role modeling, and exemplify humanism in education.

SELECTION PROCESS

To be as inclusive as possible, identifying potential nominees will involve self-nomination and direct nomination of residents/fellows. All nominees will then receive instructions on submitting application materials, including an impact statement on one or more domains of scholarship, leadership, and/or service, a short answer of the resident/fellow's personal history, and one letter of reference from a faculty member who has direct knowledge of the resident/fellow's clinical work. AOA mentors will be available to assist nominees in assembling their application materials upon request.

Materials will be deidentified (name and pronouns) and a selection committee composed of both AOA and non-AOA faculty, AOA member housestaff, interprofessional colleagues, and patients will select the final ≤ 25 inductees. The selection committee will undergo implicit bias training.