



Impactful Leaders Podcast

Academic Medicine Dean Insights Series

“Academic medicine is where everything comes together,” says Allison Brashear, M.D., Vice President for Health Sciences and Dean of the Jacobs School of Medicine and Biomedical Sciences at the University of Buffalo. *“It’s education, research, clinical care, and the community.”* Her passion for all of these pursuits has led Dr. Brashear to leadership roles of increasing responsibility. In a recent episode of WittKieffer’s Academic Medicine Dean Insight Series, she reflects upon her career growth and future trajectory with Academic Medicine Practice Leader Kim Smith.



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MANAGING CHANGE: Dr. Brashear cites the rapid pace of change as the most daunting challenge in academic medicine today. She mentions the impact of AI, evolving education curricula, and the dynamic research landscape as adding to the complexity leaders face. Successful change initiatives involve creating a sense of urgency, building a core team with a shared vision, and putting infrastructure in place to sustain change.

ARTIFICIAL INTELLIGENCE IN ACADEMIC MEDICINE: Regarding AI, Dr. Brashear explains how it is being integrated into various aspects of medical training and research at the University of Buffalo. She highlights the potential of AI to augment clinical care, streamline research processes, and reduce physician burnout. Dr. Brashear underscores the importance of preparing medical students to work with AI as a critical component of ensuring its success and ROI going forward. “AI is going to touch every facet of what we do in medicine,” she notes, much the same way it will touch every aspect of life in the future.

DEVELOPING FUTURE LEADERS: Dr. Brashear discusses her approach to fostering innovation and leadership within the Jacobs School. She believes in the value of leadership training and executive coaching for her team members, while also encouraging her team to network and build strong connections across the academic medicine community.

LESSONS FOR DEANS: Each deanship is different, Dr. Brashear points out, but there are new and evolving skills required for success in the role. These include an understanding of finance, HR, and legal aspects of academic medicine. Dr. Brashear encourages future leaders to aim high and seize opportunities, knowing they don’t have to go it alone – there is support from other leaders in the academic medicine community. “Always train to be ready,” she says, “so that if the door opens you’re ready to walk through it”.