Podcast: The Evolving Culture of Academic Medicine and Higher Education

The culture of academia is a dynamic and multifaceted tapestry, characterized by an intricate interplay of innovation, tradition and societal changes. In the latest episode of “Inside U Miami Medicine,” Alison Mincey, J.D., chief human resources officer for the University of Miami, UHealth and the Miller School of Medicine, explores this dynamic and sheds light on the challenges and opportunities that lie ahead.

“It’s about building relationships and constantly taking the pulse of the workforce,” Mincey said.

Mincey, who joined UHealth in 2022, also shares her journey from growing up in a small town in eastern Ohio to working in corporate law at Fortune 100 companies to her current position at UM.

“There was a lot of hard work, intention and rolling up my sleeves,” said Mincey. “Higher education and academic medicine are really very different than the private sector. It humbles me to my core to be doing this work.”

However, Mincey points out that all industries are in an era of rapid change and leaders are grappling with complex issues like burnout, mental well-being, technology shifts and remote
work.

“The pandemic changed the way we approach work in many, many ways. You have to decide what your organization believes in and, at the end of the day, make sure that the workplace is somewhere people can bring their best selves,” she said.

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