



-Tomorrow's Doctors, Tomorrow's Cures®

**Group on Business Affairs
Group on Institutional Planning**

2008 Joint Spring Meeting

April 2 – 4, 2008
The Fairmont Hotel
San Francisco, Ca.

Association of
American Medical Colleges

Agenda

Wednesday, April 2

8:30 am – 7:00 pm	Registration/Information	Gold Foyer
9:00 am – 12:00 pm	GBA Steering Committee Meeting (Closed)	International
12:00 – 1:30 pm	GIP Newcomers Lunch	Hunt
	The GIP Newcomers lunch is geared toward new members of the Group and members who have not attended a meeting in recent years.	
12:00 – 1:30 pm	GBA – Human Resources Interest Group Lunch	California
	The Human Resources Interest Group lunch is an opportunity for human resources professionals to network with their peers at other institutions.	
1:30 – 4:00 pm	Professional Development Workshops (Pre-registration is required; no additional fee)	
1:30 – 3:00 pm	Workshop 1 An Institutional Check Up: How Healthy is YOUR School?	Gold
	Speakers: Jack Krakower Associate Vice President AAMC	
	Peggy Goodwin Consultant AAMC	
	In the spring of 2006, the GBA Steering Committee charted a Data and Benchmarking Committee to identify metrics that can be used to assess the health of a medical school. The Committee's efforts to date have focused on measures in five domains: finance, research, clinical, education, and administration. This workshop will review the measures identified and data resulting from a survey fielded to collect metrics data. The speakers will discuss challenges associated with completing the survey, roadblocks yet to be addressed, and how data from the survey can be used for benchmarking. In addition, the speakers will provide an overview of AAMC resources available to constituents to conduct their own comparative analyses.	

Wednesday, April 2 (Continued)

1:30 – 4:00 pm

Workshop 2**Venetian****Translating Vision through a Multidisciplinary Strategic Planning Initiative**

Speakers:

Diana Carmichael

Principal

AMC Strategies, LLC

Kim Newman

Senior Consultant

AMC Strategies, LLC

With the potential to translate basic discoveries to novel treatments, academic health centers are uniquely positioned with the ability to transform lives. Researchers, clinicians, donors and the National Institutes of Health have realized this potential and are now placing greater emphasis on “translation” and approaches that span disciplines. However, planning professionals in the academic setting are often challenged with making this vision a reality; “translating” the vision to reality requires navigating a complex environment with many competing interests and agendas. This workshop will discuss the critical components of developing a successful multidisciplinary strategic planning process including:

1. How to develop a strategic planning process that will work in the most complex of academic environments;
2. Identifying the critical success factors to ensure the success of the strategic planning process; and
3. Knowing how to avoid the potential stumbling blocks in planning for a complex, translational environment.

To do this, we will examine the first ever UCSF-wide Strategic Planning Initiative that was recently completed as a collaborative engagement between AMC Strategies and the UCSF Strategic Planning Board. The UCSF Strategic Planning Initiative involved individuals from four professional schools and graduate division, all sites, the UCSF Medical Center, the San Francisco VA, San Francisco General Hospital, and internal and external constituency groups – all of whom were critical to a successful strategic plan.

4:00 – 5:00 pm

Round Table Hot Topics Discussions

Business Affairs

Pavilion

- International Opportunities
- Diversification of Revenue
- SOM Relationships with the VA

Wednesday, April 2 (Continued)

	<ul style="list-style-type: none"> Rewarding Faculty for Non-Clinical, Research, and Education Missions 	
	Space and Planning <ul style="list-style-type: none"> Interdisciplinary Program Development Space Allocation Methodologies Strategic Planning Campus and Facility Master Planning Planning for and Operating Off-Campus Expansion/Satellite Operations 	Crystal
	Human Resources	French
	Increasing Class Size/Planning for New Research, Educational, and Clinical Facilities	Fountain
5:00 – 5:15 pm	Break	Venetian
5:15 – 5:30 pm	Welcome Announcements	Venetian
5:30 – 7:00 pm	Opening Plenary Stem Cells: The Leading Edge Keeps Moving Speaker: Dr. Alan Trounson President California Institute for Regenerative Medicine The field of stem cell research and clinical application is developing very quickly. New methods and techniques are evolving rapidly and clinical trials are expanding -- particularly for adult/cord blood cells. What should we expect and where in this revolution is cell therapies?	Venetian
7:00 pm	Welcome Reception	Roof Garden/Pavilion

Thursday, April 3

7:00 am – 7:00 pm Registration /Information **Gold Foyer**

7:15 – 8:00 am Breakfast **Venetian**

7:15 – 8:00 am Group on Business Affairs Committee Meetings Breakfast *California*

- Data and Benchmarking
- Professional Development
- Emerging Issues

Current members and members who are interested in joining the Group's Committees will have an opportunity to meet the Committee chairs and Committee members. The Committees will also discuss activities for the upcoming year.

8:15 – 9:30 am **Breakout Sessions A-E**

Session A

Pavilion

The Department Compact: Applying Business Planning Principles, Techniques and Cycles to the Academic Enterprise

Speakers:

Peter Mitsch

Director of Finance and Administration
University of Minnesota Medical School

Clayton Tellers

Senior Manager
ECG Management Consultants

The successful strategic, financial, and operational management of a school of medicine (SOM) in today's environment requires the disciplined application of business principles. This presentation focuses on the use of such principles in managing the SOM's constituent departments through a "compact" process which includes joint development of department goals and objectives by SOM and department leadership, identification of specific actions and initiatives to achieve these objectives, agreement on SOM investment to support the department, establishment of metrics to monitor progress and re-evaluation of the compact to inform and guide subsequent planning cycles. An overview of trends and issues encountered in academic medicine's adoption of business management principles will be provided, followed by a discussion of the University of Minnesota specific experiences with the department compact process. Attendees will acquire an understanding of the specific steps and

Thursday, April 3 (continued)

attendant issues in implementing a department compact process, in addition to reviewing examples of related plans, metrics, and timelines.

Session B

Fountain

Stanford Menlo Park: A Moving Tale

Speakers:

Julia Kennedy Tussing

Managing Director, Finance and Administration
Stanford University School of Medicine

Cori Bossenberry

Director of Human Resources
Stanford University School of Medicine

Lora Pertle

Director of Finance and Administration for the Office of
Information Resources and Technology
Stanford University School of Medicine

In December of 2007 Stanford University School of Medicine relocated the majority of its central administrative functions offsite to make space available on campus for faculty recruitment and new buildings. These offices, comprising 200 positions, including all of Finance, Research Management, Facilities, Institutional Planning, Communications and Public Affairs, and most of Information Technology and Human Resources, moved 2.6 miles NE of campus to Menlo Park. After the initial kicking, screaming, whining, lobbying, and groveling, a process was crafted to lead the move, attempting to engage all those moving or impacted by the move. The presentation will give highlights of the year-long change management process and implementation of the move, with specific attention to human resource and technology issues and (the many!) lessons learned.

Session C

French

Clinical Translational Sciences Award and Its Influence on Strategic Planning and Space

Speakers:

Sean Ossont

Director of Strategic Planning
University of Rochester School of Medicine and Dentistry

Thursday, April 3 (continued)

Mary I. Ockenden

Associate Vice President, Space Planning
University of Rochester School of Medicine and Dentistry

Jeff Bloss

Assistant Director Finance and Administration
University of Rochester School of Medicine and Dentistry

As one of the first institutions nationwide with funding from the National Institutes of Health, the University of Rochester Clinical and Translational Science Institute (CTSI) is to lead the emerging field of clinical and translational research. The Clinical and Translational Sciences Building (CTSB) will serve as an integrated home for clinical and translational research at the Medical Center. The new 150,000 square-foot facility will enable URMC to consolidate heretofore scattered programs and resources under a single roof including scientific disciplines, education and training programs, critical support operations, and several large clinical research programs.

The construction of the CTSB has been galvanized by the timely convergence of the national leadership represented by the CTSA award, space imperatives dictating the need for decompression, the desire for community outreach and economic impact, and the requirements of the Strategic and Master Facility Plans. The CTSB is one of the highest research priorities for the URMC's Strategic Plan.

Representatives from the URMC will present and discuss CTSB implications of the following:

- Space planning for a building that will bring together interlocking components necessary for state-of-the-art clinical and translational science in an efficient and self-nurturing environment
- The financial modeling developed to project expected incremental revenues and building related costs. Understand the process from which projections were built for sources such as Indirect Cost Recovery, philanthropy, governmental support and borrowing.
- Explore how the Clinical and Translational Sciences Award has come to influence strategic planning as a focus of an organization and has become an enabling component to implementation of the URMC Strategic Plan.

Thursday, April 3 (continued)

Session D

Crystal

Development and Implementation of Compliance Programs

Speakers:

Anna Maria Hummerstone

Director of HR Services

Yale University School of Medicine

Deb Komorowski

Director, Faculty Affairs

University of Michigan Medical School

Susan Hoerger

Deputy Director and Director of HR Compliance

Stanford University School of Medicine

As the rules to stay compliant become more complex and ever expanding, the need for a formal and structured system become more important. Panelists from three schools will discuss their efforts in formulating and implementing compliance programs. Included in the discussion is a demonstration of the Training Management System at Yale, a description of the effort certification compliance program at Michigan, and an overview of a comprehensive school-wide compliance tracking system at Stanford.

Session E

Garden

"Greening" the Academic Medical Center

Speakers:

Steven M. Wiesenthal, FAIA

Associate Vice President and University Architect

University of Chicago

Steve Panish

Assistant Vice President for Health Sciences

Capital Programs & Space

University of Utah School of Medicine

This session will highlight two schools' experiences planning for and building "green" buildings that are LEED (Leadership in Energy and Environmental Design) Certified, as well as organizational challenges and solutions to dramatically improve environmental sustainability in the health science and clinical settings.

Thursday, April 3 (continued)

9:30 – 9:45 am Break **Gold Foyer**

9:45 – 11:00 am **Breakout Sessions F-J**

Session F **Pavilion**
**The Departmental Role in Strategic Planning: Accelerating
the Flow of Management Information**

Speakers:

Nelson C. Weichold

Assistant Vice President, Medical Finance
University of Miami Miller School of Medicine

Dalila Luna-Moreno

Director of Business Intelligence and Accounting Systems
University of Miami Miller School of Medicine

Sylvain Foster

Senior Systems Business Analyst
University of Miami, Miller School of Medicine, Office of Medical Finance

Keith Ward

Data Platform Technology Solutions Professional
Microsoft Corporation

Rod Gode

Specialist Team Unit Director
Microsoft Corporation

The University of Miami Miller School of Medicine (UMMSOM) has embraced an ambitious five year strategic plan that calls for unprecedented growth in clinical, research, and teaching activities. Management towards these objectives depends upon distilling a complex organization into measurable mission lines and accelerating the flow of meaningful and timely data to executive and departmental managers. UMMSOM has developed a business intelligence suite, the Departmental On Line Financial Intelligence Network (DOLFIN), which provides all departments with password-protected access to strategic financial scorecards, mission-based financials, faculty FTE-based performance metrics, data warehousing and report writing capabilities, and time and effort reporting. This integrated approach allows users to monitor, analyze, and forecast performance within a single system. The purpose of this session is to combine a live demo with discussion on the architecture, implementation, and ongoing use of DOLFIN.

Thursday, April 3 (continued)

Session G

Garden

Effective Master Planning: Reinventing the University of Kentucky Medical Center

Speakers:

Peter Gilbert

Associate Dean of Administration and Finance
University of Kentucky College of Medicine

Daniel J. Miesle, M.H.A., ACHE

Director of Facility Planning & Development
University of Kentucky, UK HealthCare

James K. Mischnick, AIA

Principal
Ellerbe Becket Architects

Similar to many Academic Medical Centers, the University of Kentucky evolved over the past 50 years through a series of facilities designed to meet the multiple missions of education, research and clinical service for specific needs. As part of a legislative initiative to become a “Top 20” public education and research institution by 2020, three distinct yet interrelated Facility Master Planning efforts were undertaken between 2004 – 2006: Acute Care (Hospital), Ambulatory Care (Clinics and Offices), and Education & Research (Colleges of Medicine, Dentistry, Nursing, Pharmacy, Health Sciences, Public Health) including a shared educational facility. The overriding goals were: 1) to establish a framework for development, decision making and fund raising to substantially replace or renovate facilities in a timely and effective manner consistent with the 2020 vision; 2) to develop facilities that foster interdisciplinary education and the collaboration between disciplines in support of the missions and vision of the Medical Center. The session will explore how we developed, use and update the Master Plans as we embark on “Reinventing UK Medical Center.”

Session H

Fountain

It’s Not Business As Usual: The University of Utah’s Experience in Implementing a Joint State/University Research and Technology Development Initiative

Speakers:

James R. Bardsley

Associate Vice President for Finance and Planning
University of Utah Health Sciences Center

Thursday, April 3 (continued)

Patricia Ross

Director for Strategic Initiatives
University of Utah

As traditional (e.g. federal government) funding sources for research have continued to deteriorate, universities have become more entrepreneurial in their approaches to securing support for this vital mission. At the same time, there has been an increasing movement among states to fund research and technology development as an economic growth initiative. Utah is in the third year of implementing USTAR (Utah Science, Technology and Research initiative). From the University's perspective, this is a unique opportunity to build innovative, joint Health Sciences-Main Campus interdisciplinary research teams. From the perspective of the State and the USTAR Board, the university's new partners, potential for commercialization, patents, and new business development within the state are paramount. This presentation will trace the path of development under the USTAR initiative.

Session I**Crystal****Strategies to Maximize Your Return-on-People
Investment (ROPI)**

Speakers:

Elizabeth T. Bolt

Associate Dean for Administrative Affairs
University of Wisconsin School of Medicine and Public Health

Judy Hallberg

Human Resources Director
University of Michigan Medical School

Mary F. Dupont Barrett

Senior Human Resources Advisor to the
Executive Dean for Administration
Harvard Medical School

This session will examine different strategies on how to make sure your institution is effectively using its most expensive (and most valuable) resource - people! Panelists will discuss three strategies they use or are preparing to use to ensure good hiring, training and managing of people. Topics include: People, Past and Present - Retaining institutional traction as senior workers retire; Preventive Human Resources - Borrowing the concepts of preventive medicine to decrease HR problems; and an HR Guide for Principal Investigators. The examples shared will provide some specific strategies but also illustrate how you can create and test new approaches to human resources

Thursday, April 3 (continued)

in your institution that can help employees to become valuable, respected, cost-efficient and long-standing employees.

Session J**French**
**Planning and Implementing a Medical School
Expansion – One School’s Experience**

Speakers:

Angela Souza

Assistant Dean, Planning & Facilities
University of Arizona College of Medicine

Patricia St. Germain

Associate Dean, Admin & Financial Affairs
University of Arizona College of Medicine

Phil Malan, M.D.

Vice Dean Academic Affairs
University of Arizona College of Medicine

Nancy Tierney

Associate Dean, Planning & Facilities
University of Arizona College of Medicine - Phoenix

The University of Arizona College of Medicine recently accepted its first class of 24 medical students at the Phoenix campus (approximately 120 miles north of the main campus in Tucson) in August 2007 with anticipation of eventually increasing the class size to 150 by the year 2012. This expansion is in partnership with Arizona State University and Northern Arizona University, as well as the City of Phoenix. The panel will discuss how this decision came about, the financial strategies, the facilities challenges the hurdles overcome, future challenges and lessons learned during this ongoing process.

11:00 – 11:15 am Break **Gold Foyer**

11:15 am – 12:15 pm **Plenary** **Gold**
**The Ethics of Translational Research - Troubles with
Timing**

Speaker:

Hank Greely

Professor
Stanford Law School

Thursday, April 3 (continued)

Translational research may be fairly new as a term, but it is not a new practice. Its novelty lies in the increased attention to translating scientific advances into new treatments and doing it quickly. Translation is wonderful when it works, but it does pose ethical issues involved in the timing of moving technologies literally into humans? In the case of clinical trials, the push for translational research is felt as a drive to go to clinical trials sooner, with less thorough preclinical work, which has both benefits and risks. Socially, moving startlingly new technologies to humans raises the question of regulation - when is it too late, when is it too early? This session will explore these hard questions.

12:15 – 2:00 pm GBA Business Lunch **Venetian**

12:15 – 2:00 pm GIP Business Lunch **Crown**

2:00 – 3:15 pm **Breakout Sessions K-O**

Session K **French**
Strategy Development and Departmental Transformation

Speakers:

Mohamad S Kasti, MS, MBB, MCA

Executive Director

Center for Transformation & Innovation (CTI)

Chief Transformation Officer

University of South Florida Health

Current complex challenges in academia and healthcare can not be solved with the yesterday's approaches. They require transformation and innovation. Like other industries, academia and healthcare are still in the transition phase from the craft age to the industrial and information age. To ensure successful transition, we should look and learn from other industry transformation and translate relevant and applicable best practices to accelerate our success. Key areas to address include: Leadership, customer service, process efficiency, culture, and strategy.

Recognizing all these challenges, USF Health established the Center for Transformation and Innovation to accelerate its vision and success. The CTI team provides high quality, cost effective facilitation and consulting services in a variety of arenas. Clients benefit from leadership development; executive on-boarding; staff development & team building; clinical quality & safety; workflow efficiency optimization; change management, strategy mapping and business development - just to name a few. In addition, CTI organizes and leads USF Health's acclaimed Leadership Institute, which brings together faculty, doctors, administrators, nurses and researchers to produce real world

Thursday, April 3 (continued)

solutions in their areas of expertise and helps lead strategic changes to improve today's health industry. CTI bases its services on proven methodologies to produce cost effective results with the highest standards of excellence. CTI clients extend beyond USF Health to include leading organizations in our community regionally, nationally and internationally.

This session will share with the audience how the center was established, its services, its benefits, and lessons learned during the Journey.

Session L**Garden****Balancing Priorities: Funding Biomedical Graduate Programs**

Speaker:

John Deeley

Executive Dean for Administration

Brown University Division of Biology and Medicine

An area of medical school management that is not well understood is the PhD graduate programs. These programs are very costly to an institution because the students don't pay tuition and the institution commits to a stipend plus health insurance etc. for 5-7 years. Yet they are extremely important to the faculty because they bring novel ideas to the laboratory and are an important part of the lab team. The funding model is very complex with contributions coming from the Dean's Office, training grants, research grants and gifts. This presentation will serve as a primer on the graduate programs by providing demographic information and trends that are of interest to business managers and planners, highlighting some effective techniques that are effective to manage the program, and addressing the questions on whether the current funding model and the number of graduate students enrolled is sustainable in this time of scarce funding resources.

Session M**Pavilion****Feudal Economies and Fractal Organizations:
Making Sense of Administrative Complexity at a
Research University**

Speaker:

Gerald Weitz

Director of Administrative Systems (emeritus)

Stanford University School of Medicine

Universities have spent the past ten years shoehorning their administration into corporate ERPs with notable lack of success. This presentation examines

Thursday, April 3 (continued)

some of the factors that make administration at a research university different from and more complex than at corporations. Such factors include internal economy, organizational structures, compliance requirements and a general increase in complexity driven by information technologies. Specific issues with and approaches to managing complexity are discussed.

Session N**Fountain****Integrated Curriculum & Facilities Design: The Stanford Curriculum and Learning and Knowledge Center**

Speakers:

Maggie Saunders

Stanford Medical School

Education Project/Program Planner

Jenn Stringer

Stanford Medical School

Director, Educational Technology

Ideally, facilities planning does not imply planning how to replace existing facilities but rather a "set of organized ways for us to dream effectively about our own future." In the case of a medical education building, this means creating the right series of organized discussions to discover the future of medical education. At the Stanford School of Medicine, the planning approach for the Learning and Knowledge Center (LKC) building has actively embraced all aspects of the future of medical education. Working jointly with the Committee on Courses and Curriculum, the teams engaged in both an internal and external environmental assessment of these aspects, the results of which became the foundation for a series of collaborative visioning sessions. Through this intensive and iterative process, they developed consensus on the design for the LKC and were able to simultaneously provide to the fundraising office an integrated platform of programs and facilities for which funds were raised.

Session O**Crystal****Implementing a Market-Based Classification System: Are Job Descriptions tied to Compensation?**

Speakers:

Steven Mantegna

Compensation Manager

Johns Hopkins University School of Medicine

Thursday, April 3 (continued)

Dorian West

Director, Office of Human Resources Services, Dean's Office
University of California, San Francisco School of Medicine

The success of every organization is directly impacted by the performance of its employees. One of the biggest challenges is how to adequately compensate these employees. Many institutions have relied on classification systems and job descriptions to set these compensation levels. This session will highlight two school's experiences developing and implementing compensation systems.

UCSF is at the beginning of implementing a market-based classification system. Ms. West will discuss the buy-in process, funding options, implementation process (e.g., job families, leveling, job descriptions, job mapping, identifying external market data, internal market data issues), implementation pitfalls, issues particular to SOMs, and other HR system tie ins (e.g., training, performance management).

Mr. Mantegna will discuss the multiple uses of job descriptions, along with a variety of key issues and program components an organization needs to address in developing and administering an effective job description program. Components include job analysis, job description, job specifications, and job competencies.

3:30 – 6:30 pm

Tour – University of California – San Francisco
Mission Bay Campus (Pre-registration required.)
Busses will pick up in front of the hotel on Mason Street

The tour of the UCSF – Mission Bay Campus will highlight some of the new buildings on the campus, including the comprehensive cancer center, the community center, and student housing. Participants will hear a financial overview of the campus. They will also learn about the plans for the new hospital and other projects planned for this site.

6:30 – 8:00 pm

California Wine Tasting Reception **Crown**
Sample local wines as you look out over the city of San Francisco from the Fairmont's top floor Crown Room.

8:00 pm

Dinner on your own

Friday, April 4

7:00 – 10:30 am Registration/Information **Gold Foyer**

7:00 – 7:45 am Breakfast **Venetian**

7:45 – 9:00 am **Plenary** **Gold**

Building a New Medical School: Thinking Outside of the Box When There is No Box

Speakers:

Paul M. Wallach, M.D.

Vice President and Dean

Touro University College of Medicine

Howard Tepper

Associate Dean for Finance and Administration

Touro University College of Medicine

As a new medical school there is a great opportunity to look at the structure and format of the school without past historical constraints. The session will discuss the planning and process to open a new medical school. Topics to be covered include developing a faculty system, primary affiliation, and structure of the school for the present and future.

9:00 – 9:15 am Break **Gold Foyer**

9:15 – 10:30 am **Breakout Sessions P – T**

Session P

Pavilion

Development and Implementation of Two Models for Allocation of State Funds for Teaching

Speakers:

Patricia M. Butler, M.D.

Associate Dean for Educational Programs

The University of Texas Medical School at Houston

Nancy O. McNiel, Ph.D.

Executive Director, Administration

The University of Texas Medical School at Houston

Steven A. Lieberman, M.D.

Vice Dean for Academic Affairs

Professor, Internal Medicine

The University of Texas Medical Branch, School of Medicine

Friday, April 4 (continued)

Cameron W. Slocum, M.B.A.

Chief Financial Officer

The University of Texas Medical Branch, School of Medicine

With the increasing pressure on clinical faculty to maintain clinical income, and on basic science faculty to maintain research funding, there is a real danger that teaching may decline in importance as one of the missions of the Medical School. In order to preserve this mission, The University of Texas Medical School at Houston and The University of Texas Medical Branch at Galveston independently developed methods for the equitable distribution of state funds to all departments (basic science and clinical), based on teaching activities of all departments, and across all schools where medical school faculty teach. Each school's method will be discussed along with the outcomes of implementation, including financial consequences for all departments.

Session Q

Crystal

**UCSF Clinical and Translational Science Institute –
The Process of Transformation**

Speakers:

Susan Autry, M.B.A.

Executive Director, Clinical and Translational Science Institute (CTSI)

University of California, San Francisco

Dina Gould Halme, Ph.D.

CTSI Deans' Liaison

Director of Science Policy

University of California, San Francisco

The vision for NIH CTSA is both novel and far-reaching. NIH has challenged institutions to transform their clinical and translational research enterprises so that the extraordinary scientific advances of the past decade can be rapidly captured, translated, and disseminated for the benefit of human health. The community of clinical and translational investigators at UCSF met this challenge with an inclusive consultative process. Over 200 faculty members contributed expertise and creativity to the plan, and a competitive approach was used to select the PI and a board of directors with complementary skills and motivations. Because the process was both transparent and collaborative, the UCSF community responded by developing creative approaches to transform its training programs and its clinical and translational science infrastructure. The UCSF-CTSA proposal development

Friday, April 4 (continued)

process, overview of the newly-formed Clinical and Translational Science Institute, and their first year launch experience will be discussed.

Session R

Garden

Faculty Salary Surveys: What Do We Need and What Do We Want?

Speakers:

Carol G. Pace, M.S., FACMPE

Instructor, Adjunct (former department administrator)
University of Colorado School of Medicine

Robert S. Fries, M.H.A.

Assistant Dean for Business Affairs
University of Colorado School of Medicine

Wendy Geraci

Senior Research Associate
AAMC

Meghan McMahon, M.S.

Survey Analyst
Medical Group Management Association

Academic departments, administrators, dean's office personnel and other staff are asked to provide time-consuming input to a number of faculty salary surveys each year, including those produced by the Association of American Medical Colleges (AAMC) and the Medical Group Management Association (MGMA). A panel of presenters reviews what those surveys currently offer the academic department and some perspectives from users on the effort that is required to participate in those surveys, the cost-benefit of survey participation, and opportunities for streamlining that participation.

Session S

French

Faculty/Staff Management Strategies in an Academic Environment

Speakers:

Vivian M. Reznik, M.D., M.P.H.

Associate Dean for Faculty Affairs
University of California San Diego School of Medicine

Amy Rosen, J.D., Ph.D.

Director, Academic Employee Relations
University of California San Diego—Academic Affairs

Friday, April 4 (continued)

Academic management has unique challenges when faculty are peers in certain situations and then cast in the role of supervisor to subordinate faculty or staff in other matters. The presenters will use recent faculty cases to elucidate strategies that have been successful at the University of California, San Diego.

Session T

Fountain

Ambulatory Space Planning

Speakers:

Edward F. Cousineau

Associate Dean, Planning, Implementation & Evaluation
Medical University of South Carolina

Donna K. Gissen

Vice-President, Planning & Government Affairs
Medical College of Wisconsin

This session will focus on planning the use of clinical (ambulatory) space, both on- or off- the medical center campus. Clinic space is often created and assigned without a methodology to determine if it is effectively utilized and meeting the needs of the institution. As organizational resources become constrained, a rational planning process with quantifiable data is needed to increase the success of the development and use of clinical space.

The speakers will discuss their experience in assessing the utilization and assignment of ambulatory space, the process for projecting future requirements and how they determine whether the clinical development will occur on or off the medical center campus. Successes and struggles will be highlighted and audience participation is encouraged.

10:30 – 11:30

Group on Institutional Planning Committee Meetings

Hunt

- Membership
- Information Management
- Professional Development

Current members and members who are interested in joining the Group's Committees will have an opportunity to meet the Committee chairs and committee members. The Committee's will also discuss activities for the upcoming year.

12:00 – 3:00 pm

GIP Steering Committee Meeting and Lunch (Closed)

California