GBA News and Business

See you in Chicago!
Group on Business Affairs (GBA), Group on Diversity and Inclusion (GDI), and Group on Institutional Planning (GIP) 2019 Joint Spring Meeting. The meeting will highlight many of the unique and innovative programs and processes at our institutions in this area. Join your existing and new colleagues for professional development plenary sessions, workshops, breakout sessions, and networking and social opportunities.

Visit the meeting website for the full agenda, travel and hotel information, and to register online.

REGISTER TODAY

GBA – Human Resources Toolkit
One of the objectives of our HR Interest Group was to put in place a pooling of AMC oriented HR resources such as template job descriptions, policies and draft faculty letters for promotions, offers, administrative appointments and the like. Thank you for all of the documents you have shared!! We have consolidated into a standard format, anonymized and put them in Word accessible format form on the website so you can click, edit, and save. We are excited to announce that this toolkit is now available through the AAMC website. This toolkit will continue to be enhanced as we obtain more templates to share.

GBA – Human Resources Updates
FLSA Update
In November 2016, a Texas federal judge issued an injunction prohibiting the implementation of the new FLSA overtime rule. Since the injunction, the U.S District Court made the decision that the FLSA overtime rule was invalid, a decision which the Department of Labor (DOL) has since appealed. In Fall 2018, the Executive Office of the President announced that the DOL would issue a Notice of Proposed Rulemaking (NPRM) that “will propose an updated salary level for exemption and seek the public’s view on the salary level and related issues.” This process has been delayed again until March 2019.

Consideration: ask your HR professionals to do an impact analysis on medical school staff positions potentially impacted by change in exemption status such as entry level professional research positions and postdoctoral fellows.

Labor Market Update
As of 2018, the unemployment rate ended the year at 3.7%, which is expected to continue to fall over 2019. With the unemployment rate being this low and the number of employees voluntarily leaving their jobs for other opportunities on the rise, recruiting and retaining top talent is becoming more challenging across the country. Organizations are beginning to utilize new and different strategies to recruit and retain such as:
- Tapping into overlooked talent pools by targeted sourcing and recruiting from outside industries
- Building talent pipelines and rethinking required minimum qualifications
- Creating flexibility in signing bonuses and compensation offers that attract the right talent

As the labor market continues to tighten, it will be important for organizations to practice agility and ingenuity to recruit and retain talent. **Consideration:** ask your HR professionals for a turnover analysis of key positions and forecast time to fill to understand potential business impacts.

**GBA HR Interest Group**
Encourage the HR professionals in your medical school to join the HR community to network and share resources within the GBA. Contact [Kevin Eide](mailto:kevin.eide@americanmedicalassociation.org).

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**The AAMC is hiring – Research Director, Medical School Operations**
This position will contribute to the execution of the Medical School Operation research agenda. Contribution to research includes leading and supporting research efforts in specific content areas related to medical school operations, infrastructure, and financial sustainability. This includes in all stages of the research process and will closely coordinate with additional unit research staff in research design, literature review, data collection, data analysis, reporting through writing, stewardship through the publication or presentation process, as well as after-action research and consulting.

The full job posting can be accessed [here](https://www.aamc.org/careers/140283).

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**AAMC News**

**AAMC Annual Fundraising Survey Open**
The AAMC encourages your institution to participate in the annual fundraising benchmarking survey. Survey results will provide your institution with analyses of national philanthropy trends and an opportunity for comparisons of your fundraising programs against those of your peers. All AAMC members will receive an executive summary and national highlights of the results, but participating institutions receive customized online reports with access to specific fundraising metrics from more than 130 institutions, average compensation data of key fundraising staff, expert data analysis, and data downloads with which to do your own analyses and comparisons. We ask you to work with your development office to complete the survey by **March 20, 2019**. Please direct questions to [development@survey@aamc.org](mailto:development@survey@aamc.org).

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**Ongoing advocacy for 340B**
The AAMC led a collaboration with the American Hospital Association, 340B Health, America’s Essential Hospitals, the Catholic Health Association, and the Children’s Hospital Association on an ad campaign in support of reducing drug prices but not the 340B Drug Pricing Program. The digital and print ads will run in the publications read by policymakers and thought leaders on Capitol Hill, including *CQ Roll Call*, *Politico*, *Morning Consult*, and *The Hill*.

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**10 wishes for the new year**
Over the last few years, many of your institutions have become anchors in your communities—identifying gaps in community health, providing services to aid victims of gun violence, caring for the homeless, bringing health services to underserved urban and...
AAMC statement on introduction of Senate GME expansion legislation
The U.S. Senate has introduced the Resident Physician Shortage Reduction Act of 2019, which would expand the number of federally supported residency positions and would help address the physician shortage by adding an additional 3,000 Medicare-supported residency positions each year for five years. “The increases in this targeted, bipartisan legislation are a critical component of our efforts to ensure that all Americans will have access to the health care they need,” Darrell G. Kirch, MD, AAMC president and CEO, said in a statement. Read More

Sexual harassment in medicine
Even before the #MeToo movement, national leaders in medicine began taking significant strides to transform a culture that too often tolerated harassment and to curb unacceptable behavior. AAMCNews examines how institutions are upping their game, launching initiatives aimed at preventing sexual harassment, and creating a culture of safety, respect, and equity. But the challenge is significant. According to a National Academies report, the prevalence of sexual harassment in academic medicine is almost double that of other science and engineering specialties, with almost half of all trainees at surveyed institutions reporting harassment from faculty or staff. In response the AAMC, with other organizations, has launched a consortium to advance the professional and ethical conduct, climate, and culture across the science and medical fields. Read More

New report explores burnout among medical school faculty
A new AAMC Analysis in Brief provides a snapshot of burnout in U.S. medical school faculty by examining the prevalence of reported burnout and exploring the relationship with faculty engagement. Results show that all types of medical school faculty reported burnout, including those involved in patient care, those not involved in patient care, and those in basic science departments. Read More

To disclose or not to disclose: That is just one of the questions
The relationship between academia and industry — though necessary for innovation — can pose a slew of ethical dilemmas. The AAMC takes a deep dive into conflict of interest and Convey®, an innovative tool that streamlines disclosures. Find out why conflicts of interest are so complicated and what’s being done to improve transparency. Read More

Learning Opportunities

Tips and Tools to Successfully Implement a Strategic Plan - Webinar Recording
You can access the recording from this webinar here, held on Tuesday, February 12, 2019. In this one-hour webinar, you will learn about how to implement your strategic plan and measure success. Content will include understanding ways to monitor progress, ensuring accountability and transparency in communicating progress. The speakers will also discuss how implementing a strategic plan requires varying degrees of institutional change and offer change management suggestions.
Speakers:
Walter Douglas
Chief Operating Officer
Rutgers, New Jersey Medical School

Linda Reimann
Chief of Staff, Strategic Initiatives
University of California, Riverside School of Medicine

Register Today - 2019 Information Technology in Academic Medicine Conference!
2019 Information Technology in Academic Medicine Conference
June 4-7, 2019
The Westin San Diego
400 West Broadway
San Diego, California

Early bird registration deadline: Monday, April 29, 2019
Hotel reservation deadline: Tuesday, May 14, 2019

Publications & Resources

What is Academic Medicine?
This infographic illustrates the roles that America’s medical schools and teaching hospitals play in improving the health of all.

Recommended Reading

Do student-athletes make good doctors?
Athletes are known for their drive and determination. So are doctors. But can you really excel at both? There is evidence indicating that two traits possessed by many student-athletes might translate into success in medicine: time management skills and teamwork. AAMCNews examines the relationship between student-athletes and a career in medicine, and explains the goals of a new pilot project in the works by the AAMC, the National Institutes of Health, and the National Collegiate Athletic Association that would encourage more student-athletes to consider professions in the medical field and attract a more diverse group of students to medicine. Read More

What “informed consent” really means
A patient’s right to consent is basic. But legal, ethical, cultural, administrative, and interpersonal issues can mean it’s anything but simple. And consent also brings an extra layer of complexity for medical schools and teaching hospitals, where trainees frequently observe and participate in treatment. AAMCNews explains the issue. Read More

Rooting out implicit bias in medical school admissions
At one medical school, simple training in unconscious bias awareness opened some
admissions committee members' eyes — and the school's doors — to a more diverse body of students. In an AAMCNews viewpoint, Quinn Capers IV, MD, associate dean of admissions and associate professor of cardiovascular medicine at The Ohio State University College of Medicine, shares his experience using implicit association tests as a starting point for implementing effective bias reduction strategies.
Read More

Recognizing and stopping human trafficking
Victims of human trafficking are often portrayed as young women in developing countries who are kidnapped, sold into slavery, and physically held against their will. But trafficking occurs every day in the United States, too. Research shows that the majority of individuals trafficked in this country seek medical treatment at some time during their exploitation, but health care providers are ill-prepared to recognize trafficked persons. In an AAMCNews viewpoint, two physicians with expertise in this global crisis call for medical schools, residency, and fellowship programs to rise to the challenge to train physicians to recognize people at risk for trafficking.
Read More

“How much will it really cost?”
At times, prices for medical tests and procedures can be almost impossible for patients to predict or understand. It's no simple matter to provide price information given diverse insurance plans, negotiated discounts, and other variables. As AAMCNews discovered, cutting-edge hospitals are working to change that.
Read More

Addressing racism and mistreatment in academic medicine
In a new AAMCNews commentary, AAMC President and CEO Darrell G. Kirch, MD, calls on leaders in academic medicine to confront racism and inequity and to work together to foster a culture that exemplifies our commitment to diversity, inclusion, and equity. Mounting research finds that racial bias and discrimination in academic medicine affects patient care, medical school curriculum, and how medical research is conducted. Residents, students, and faculty — the gatekeepers of the academic medicine community — must practice and model tolerance, respect and open-mindedness.
Read More

Welcome New Members
(February 1-28, 2019)

Jessica Bertram
University of Washington School of Medicine

Lisa Carlson
Emory University School of Medicine
Jennifer Chow
CUNY School of Medicine

Patrick Corey
University of Washington School of Medicine

Ryan Davis
University of Colorado School of Medicine
Hart Edmonson
University of Washington School of Medicine

Lisa Kamemoto
University of Washington School of Medicine

Duane Mezwa
Oakland University William Beaumont School of Medicine

Jackie Monroe
University of Washington School of Medicine

Josh Rosenberg
Emory University School of Medicine

Nikki Russell
The University of Toledo College of Medicine

Michael Sledge
University of North Carolina at Chapel Hill School of Medicine

Estrella Weaver
University of Washington School of Medicine

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