

GBA Data and Benchmarking Webinar: Getting the Most From Your AAMC Data

July 24, 2018



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American Medical Colleges

Introductions

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Agenda

- AAMC Management Tools
 - Operations Management Tool (OMT)
 - Mission Management Tool (MMT)
 - Accessing the MMT and OMT
 - The Future of MMT and OMT
- Other AAMC Data
- Practical Uses of AAMC Data
 - Yale University
 - University of Oklahoma
- Questions

Medical School Operations (MSO) Focus

- Data Integrity and Relevance
- Making Better Use of Data
- Data Analytics leading to Data-driven Decision Making
- Increased participation in data collection

Management Tools

- Reengineered GBA Analytic Tool to be more dynamic and flexible; rebranded as Operations Management Tool (OMT)
- Reengineered Mission Management Tool (MMT) to mirror OMT
- Flexibility to add new metrics
- Pair the MMT and OMT as management tools for leadership

Operations Management Tool (OMT)

- Formerly the GBA Metric Survey, which launched in 2006
- Reengineered in 2017 and rebranded as the OMT
- Data measures in 42 areas addressing the three areas:
 - Clinical Health
 - Research Health
 - Financial Health
 - Infrastructure and Support
- Focus is operational and financial health
- New platform allows for easier addition of new metrics
- Work groups developing newer, more relevant metrics

OMT Data Sources

- Operations Management Survey (formerly GBA Metrics Survey)
- LCME AFQ

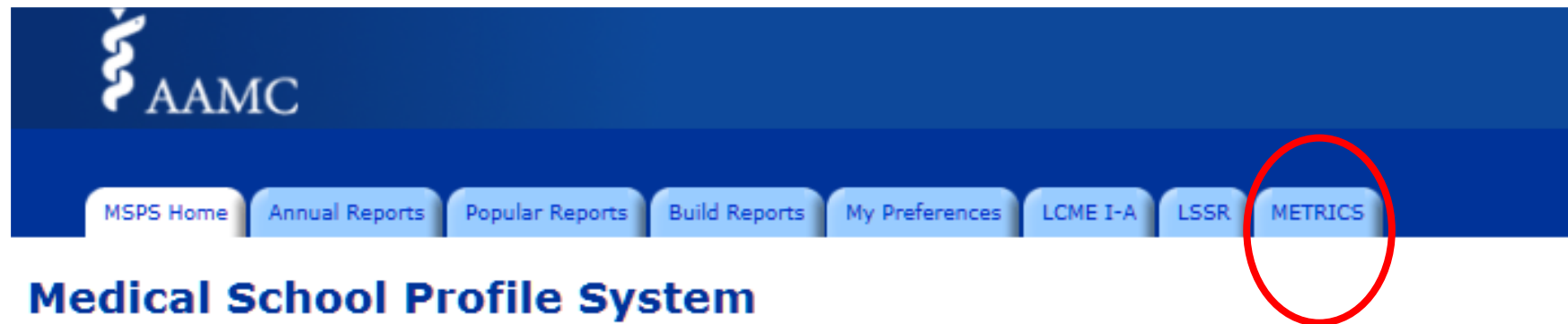
OMT Demo

- Let's look at a sample OMT

How do I access the OMT for my medical school?

On July 30, medical schools that participated in the FY 2017 Operations Management Survey (OMS) will have to access a customized OMT through the Medical School Profile System (MSPS). A sample version of the OMT with dummy data will be available for those medical schools that did not participate in the FY 2017 OMS. PBOs and OMS survey respondents will receive an email when the reports are posted.

To access the OMT, log into MSPS at <https://services.aamc.org/mspreports/> with your AAMC username and password. Once logged in, click on the METRICS tab seen on the top of the page.



How do I access the OMT for my medical school?

For participating medical schools, the custom OMT is available through the third link on the METRICS tab in MSPS. Below is a screenshot of how the METRICS tab appears today, but on July 30, the link to the FY 2016 OMT will be replaced with a link to the FY 2017 OMT.

Operations Management Survey and Operations Management Tool

- [FY 2017 Operations Management Survey \(OMS\)](#):
The OMS is an Excel workbook that must be downloaded, completed, and submitted via email to OMT@aamc.org. The OMS workbook is password-protected and cannot be opened without a password. You will need to open the OMS Password PDF document on this page to obtain the password. When downloading the OMS Excel workbook, choose Save rather than Open.
(XLSX - 143KB, 01/12/2018)
- [FY 2017 OMS Password](#):
This is a PDF document that contains a unique password for your medical school's OMS.
(PDF - 329KB, 01/12/2018)
- [FY 2016 Operations Management Tool](#):
FY 2016 Operations Management Tool
(XLSM - 360KB, 07/28/2017)

For non-participating medical schools, a sample OMT is available instead of a custom OMT.

- [FY 2016 Sample Operations Management Tool](#):
FY 2016 Sample Operations Management Tool
(XLSM - 359KB, 07/26/2017)

Mission Management Tool (MMT)

- Released annually since 2009
- Data measures in 46 areas addressing six missions areas:
 - Graduate a Workforce that Will Address the Priority Health Needs of the Nation.
 - Prepare a Diverse Physician Workforce
 - Foster the Advancement of Medical Discovery
 - Provide High Quality Medical Education as Judged by Your Recent Graduates
 - Prepare Physicians to Fulfill the Needs of the Community
 - Graduate a Medical School Class with Manageable Debt

MMT Data Sources

- Faculty Roster
- GME Track Resident Survey
- LCME Part I-A Annual Financial Questionnaire (AFQ)
- LCME Part I-B Student Financial Aid Questionnaire
- Medical School Graduate Questionnaire
- Physician Masterfile
- Student Records System
- Tuition and Student Fees Questionnaire

MMT Demo

- Let's look at a sample MMT

How do I access the MMT for my medical school?

Each March, medical school Deans, PBOs, and other deans' office staff receive an email containing a custom MMT.

Other individuals may request a copy of their medical school's MMT by submitting a data request to the AAMC to see what (if any) information can be shared. Below is a screenshot of a link to the data request form found on the "Data" tab of the AAMC web site. Alternatively, individuals seeking a copy of their may contact their Dean directly.

AAMC Association of American Medical Colleges

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ABOUT MISSIONS ADVOCACY **DATA** SERVICES NEWS

2017 State Physician Workforce Data Report

2017 State Physician Workforce Data Book
Published biennially, this report provides state-specific data about active physicians and physicians in training.
[Download report >](#)

1 2 3 4 5 || PAUSE

FACTS

FACTS tables offer frequently requested data on medical school applicants, matriculants, enrollees, graduates, and more.
[See the FACTS tables >](#)

Looking for AAMC Data?

For members of the media, please contact AAMC Media Relations:
<https://news.aamc.org/for-the-media/>.

Individuals seeking AAMC data can request custom projects by following a link:
[Request AAMC Data >](#)

About Faculty, Medical Schools, and Teaching Hospitals

- U.S. Medical School Faculty Data
- AAMC Compensation Surveys and Reports
- U.S. Medical School Revenues
- Tuition and Student Fees Reports
- Council of Teaching Hospitals and Health Systems® (COTH®)
- Organizational Characteristics Database (OCD)

Data Reporting Tools for Members

- Advisor Information System
- Annual Development Survey
- AAMC Select Survey and Report Schedule
- More Data Resources for Members

Related Publications

- AAMC Data Book
- Analysis in Brief
- More Related Publications

Workforce Data and Reports

- State Physician Workforce Data Book 2017
- Results of the 2017 Medical School Enrollment Survey
- 2016 Physician Specialty Data Report
- Recruiting and Maintaining U.S. Clinical Training Sites
- More Workforce Data and Reports

About Applicants, Students, and Residents

- AAMC Report on Residents
- MCAT® Exam Statistics
- NRMP Residency Matching Data
- Curriculum Inventory and Reports (CIR)
- AAMC Survey of Resident/Fellow Stipends and Benefits
- Student Surveys

Other Data Available at www.aamc.org

- Navigation of current aamc website to show where data is located.

YSM—Applications of AAMC Faculty Salary Data, Influence on Decision Making

1. The clinical enterprise introduced compensation principles; established the Northeast AAMC percentiles as the benchmarking standard at the school
 - Set a baseline commitment by the school to pay faculty at the AAMC 25th percentile; made this a known expectation by departmental leadership, hospital leadership, and faculty
 - Propelled the school and hospital to partner together and dedicate resources to address gaps in faculty compensation relative to a standard, relevant market measure – resulted in increased support from the hospital in key clinical areas.
2. Review the AAMC percentiles, and how each faculty member's compensation compares to those percentiles, as part of the Dean's annual faculty review process

YSM—Applications of AAMC Faculty Salary Data, Influence on Decision Making

3. School-wide initiatives around being more transparent; make AAMC compensation data accessible to faculty
 - Publish tables on Dean's Office intranet site (available to medical school employees only)
 - Prepare personalized compensation benchmarking statements for all ladder faculty; include external market measure (AAMC percentiles for specialty, rank, and degree basis) and internal Yale data for relevant peer group

4. Analytics to evaluate “how we pay” relative to productivity
 - Combine AAMC data by decile with wRVU productivity benchmarks to help us better understand how we pay for performance, develop strategies to address misalignment

Compensation Benchmarking Statement for Joe Sample

We are pleased to provide you with this statement which includes compensation benchmark data specific to your specialty and academic rank. This statement was prepared collaboratively by the Department and the Dean's Office.

Please refer to page 2 of this statement for a more detailed explanation of terms/sections shown here with a ■. Should you have any questions, please reach out to your departmental leadership or to Tracy Larmer, Office of Academic Analytics, at tracy.larmer@yale.edu.

Personal Information as of July 1, 2018

A	Academic Rank	Assistant Professor
B	Years in Rank at Yale	2.5 years
C	AAMC Specialty	Anesthesiology: General
D	Degree Basis for Benchmarking	MD
E	Annual Salary (<i>full-time equivalent</i>)	\$ 295,000
F	Estimated Variable Compensation	+ 24,000
G	Estimated Total Compensation	\$ 319,000

Association of American Medical Colleges (AAMC) Statistics

H Here are the AAMC statistics for the academic rank, specialty, and benchmarking degree shown in the Personal Information section of this statement. The values displayed are dollars in thousands.

Compensation Basis: Total Compensation

25th Percentile: \$305

50th Percentile: \$347

75th Percentile: \$389

I Based on the Estimated Total Compensation shown in the Personal Information section above, you are paid **between the AAMC 25th and 50th percentiles**.

Yale School of Medicine (YSM) Benchmarks

J The *median Estimated Total Compensation* of your peer group of faculty at YSM (that is faculty with the same academic rank, specialty, and benchmarking degree) is **below the AAMC 25th percentile**.

K Here are the YSM benchmarks for your peer group of faculty. Faculty in your peer group range in years in rank at Yale from 1 to 10 years.

Compensation Basis: Annual Salary

25th Percentile: \$254

50th Percentile: \$270

75th Percentile: \$283

Your Annual Salary is **greater than the 75th percentile** among your peer group of faculty at YSM.

Compensation Basis: Estimated Total Compensation

25th Percentile: \$284

50th Percentile: \$301

75th Percentile: \$329

Your Estimated Total Compensation is **between the 50th and 75th percentiles** among your peer group of faculty at YSM.

While the benchmarks presented in this statement are made available by rank, they may be determined using compensation for faculty across a range of subspecialties, and there is not an adjustment for years of experience, years in rank, or faculty contributions and accomplishments related to the many diverse missions of the school, all of which may be an important consideration when comparing your personal compensation to the benchmarks.

The amount of actual variable compensation that you may receive depends on many factors—such as productivity, time worked, departmental/section finances—and therefore may vary from the amounts shown on this statement. The Estimated Total Compensation shown here is no guarantee of actual compensation that may be paid.

University of Oklahoma

- AAMC Faculty Salary Survey Report
 - Customized Salary Data; Every 5th Percentile for All Ranks, All Specialties – All Schools and Southern Region data
 - Standard Reports; Public Schools and All Schools



University of Oklahoma

- Background for New University President
 - Medical School Profile System
 - All Schools and Cohort Group: Student, Resident and Faculty Counts, Tuition, Graduate Indebtedness, Endowment and Financial Aid Comparisons, and Research Funding
 - Operating Management Tool
 - Metrics: Days Cash on Hand, Operating Margin, Sponsored Exp. per NASF, Sponsored Salary Support per Full-time Research Faculty, Practice Plan Net Income, Days in A/R



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