

AAMC GSA PDI: GSA Performance Framework and LCME Standards Alignment High-Level Mapping



Background

The intent of this document is to provide an overview of the GSA performance framework as part of the GSA Professional Development Initiative. For further information on the Initiative and available support, go to www.aamc.org/gsapdi and/or send a message to GSApro-develop@aamc.org. Contact the Initiative sponsor for more immediate needs – Geoffrey Young, AAMC Senior Director, GSA Student Affairs and Programs, gyoung@aamc.org.

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The GSA Performance Framework was developed and validated under the guidance of student affairs subject matter experts and in alignment with the LCME standards. The Framework provides performance benchmarks that define successful performance for professionals across the GSA community – inclusive of all areas, functions, and roles. Specific relevance will be assessed and determined by each professional, comparing their specific roles and responsibilities against the Framework; in conjunction with school-specific performance expectations and guidelines.

Through the validation process, it was confirmed that over 80% of critical behaviors within the Framework appropriately overlap with LCME standard elements; mapping to 10 of the 12 standards in alignment with student affairs’ mission, programs, and services in medical education. The table below provides a high-level picture of the mapping between the LCME standard elements, competency areas (**Common Areas** and **Areas of Expertise**) and the three Benchmarks differentiated in the Framework. See Appendix A for a more detailed mapping between the specific LCME standard elements and Framework competency areas.

Standard	Benchmark		
	1	2	3
Standard 1: Mission, Planning, Organization, and Integrity			
1.1 Strategic Planning and Continuous Quality Improvement	Common Areas	Common Areas	Common Areas
1.4 Affiliation Agreements	Common Areas	Common Areas	Common Areas
Standard 2: Leadership and Administration			
Standard 3: Academic and Learning Environments			
3.3 Diversity/Pipeline Programs and Partnerships	Common Areas	Common Areas	Common Areas
3.4 Anti-Discrimination Policy	Common Areas	Common Areas	Common Areas
3.5 Learning Environment/Professionalism	Common Areas	Common Areas	Common Areas
3.6 Student Mistreatment	Common Areas	Common Areas	Common Areas
Standard 4: Faculty Preparation, Productivity, Participation, and Policies			
4.5 Faculty Professional Development	Common Areas	Common Areas	Common Areas
Standard 5: Educational Resources and Infrastructure			
5.1 Adequacy of Financial Resources	Common Areas	Common Areas	Common Areas
5.7 Security, Student Safety, and Disaster Preparedness	Common Areas	Common Areas	Common Areas
Standard 6: Competencies, Curricular Objectives, and Curricular Design			
Standard 7: Curricular Content			
7.6 Cultural Competence/Health Care Disparities/Personal Bias	Common Areas	Common Areas	Common Areas
Standard 8: Curricular Management, Evaluation, and Enhancement			
8.5 Use of Student Evaluation Data in Program Improvement	Common Areas	Common Areas	Common Areas
Standard 9: Teaching, Supervisor, Assessment, and Student and Patient Safety			
9.9 Single Standard for Promotion/Graduation and Appeal Process	Common Areas	Common Areas	Common Areas

Standard	Benchmark		
	1	2	3
Standard 10: Medical Student Selection, Assignment, and Progress			
10.3 Policies Regarding Student Selection/Progress and Their Dissemination			
10.7 Transfer Student Qualifications			
10.9 Visiting Student Processing			
10.10 Visiting Student Qualifications			
Standard 11: Medical Student Academic Support, Career Advising, and Educational Records			
11.1 Academic Advising			
11.2 Career Advising			
11.5 Confidentiality of Student Educational Records			
11.6 Student Access to Educational Records			
Standard 12: Medical Student Health Services, Personal Counseling, and Financial Aid Services			
12.1 Financial Aid/Debt Management Counseling/Student Educational Debt			
12.3 Personal Counseling/Well-Being Programs			

Note: The specific LCME standard elements were not referenced directly in the GSA Performance Framework documentation to maintain accuracy of documentation. Instead, this document will serve as the conduit and will be updated as necessary to align with the future modifications to maintain LCME standard alignment. Visit the GSA Professional Development Initiative link on the AAMC GSA webpage to confirm access to latest versions prior to future use.

Appendix A: Detailed Mapping – LCME Standard Elements and Framework Competency Areas

Common Areas

Standard	Leadership			Org. Acumen			Relation-ships			Service		
	1	2	3	1	2	3	1	2	3	1	2	3
Standard 1: Mission, Planning, Organization, and Integrity												
1.1 Strategic Planning and Continuous Quality Improvement				■	■							
1.4 Affiliation Agreements										■	■	■
Standard 2: Leadership and Administration												
Standard 3: Academic and Learning Environments												
3.3 Diversity/Pipeline Programs and Partnerships			■								■	■
3.4 Anti-Discrimination Policy			■									
3.5 Learning Environment/Professionalism	■	■	■			■	■	■				
3.6 Student Mistreatment				■		■						
Standard 4: Faculty Preparation, Productivity, Participation, and Policies												
Standard 5: Educational Resources and Infrastructure												
Standard 6: Competencies, Curricular Objectives, and Curricular Design												
Standard 7: Curricular Content												
Standard 8: Curricular Management, Evaluation, and Enhancement												
Standard 9: Teaching, Supervisor, Assessment, and Student and Patient Safety												
Standard 10: Medical Student Selection, Assignment, and Progress												
Standard 11: Medical Student Academic Support, Career Advising, and Educational Records												
Standard 12: Medical Student Health Services, Personal Counseling, and Financial Aid Services												

Appendix A: Detailed Mapping – LCME Standard Elements and Framework Competency Areas

Areas of Expertise

Standard	Recruitment & Admin			Records Mgmt.			Financial Assistance.			Wellness & Mental Health		
	1	2	3	1	2	3	1	2	3	1	2	3
Standard 1: Mission, Planning, Organization, and Integrity												
1.1 Strategic Planning and Continuous Quality Improvement												
Standard 2: Leadership and Administration												
Standard 3: Academic and Learning Environments												
3.3 Diversity/Pipeline Programs and Partnerships												
Standard 4: Faculty Preparation, Productivity, Participation, and Policies												
4.5 Faculty Professional Development												
Standard 5: Educational Resources and Infrastructure												
5.7 Security, Student Safety, and Disaster Preparedness												
Standard 6: Competencies, Curricular Objectives, and Curricular Design												
Standard 7: Curricular Content												
Standard 8: Curricular Management, Evaluation, and Enhancement												
8.5 Use of Student Evaluation Data in Program Improvement												
Standard 9: Teaching, Supervisor, Assessment, and Student and Patient Safety												
Standard 10: Medical Student Selection, Assignment, and Progress												
10.7 Transfer Student Qualifications												
10.9 Visiting Student Processing												
10.10 Visiting Student Qualifications												
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11.1 Academic Advising												
11.5 Confidentiality of Student Educational Records												
11.6 Student Access to Educational Records												
Standard 12: Medical Student Health Services, Personal Counseling, and Financial Aid Services												
12.1 Financial Aid/Debt Management Counseling/Student Educational Debt												
12.3 Personal Counseling/Well-Being Programs												

Appendix A: Detailed Mapping – LCME Standard Elements and Framework Competency Areas

Areas of Expertise

Standard	Academic Progression			Diversity & Inclusion			Prof'l & Career Dvlpt.			Unit Ops Mgmt.		
	1	2	3	1	2	3	1	2	3	1	2	3
Standard 1: Mission, Planning, Organization, and Integrity												
1.1 Strategic Planning and Continuous Quality Improvement												
Standard 2: Leadership and Administration												
Standard 3: Academic and Learning Environments												
3.3 Diversity/Pipeline Programs and Partnerships												
3.5 Learning Environment/Professionalism												
Standard 4: Faculty Preparation, Productivity, Participation, and Policies												
Standard 5: Educational Resources and Infrastructure												
5.1 Adequacy of Financial Resources												
Standard 6: Competencies, Curricular Objectives, and Curricular Design												
Standard 7: Curricular Content												
7.6 Cultural Competence/Health Care Disparities/Personal Bias												
Standard 8: Curricular Management, Evaluation, and Enhancement												
Standard 9: Teaching, Supervisor, Assessment, and Student and Patient Safety												
9.9 Single Standard for Promotion/Graduation and Appeal Process												
Standard 10: Medical Student Selection, Assignment, and Progress												
10.3 Policies Regarding Student Selection/Progress and Their Dissemination												
Standard 11: Medical Student Academic Support, Career Advising, and Educational Records												
11.1 Academic Advising												
11.2 Career Advising												
11.6 Student Access to Educational Records												
Standard 12: Medical Student Health Services, Personal Counseling, and Financial Aid Services												

