

December 2019

GBA News and Business

GBA Awards

Consider nominating a colleague for the GBA Awards. The GBA has three categories of awards: [Emeritus](#), [Service with Distinction](#), and [Honorary Member](#). These categories of awards are intended to provide a standard for the organization to recognize members who have retired, are planning retirement, or who leave academic medicine, and have provided outstanding commitment to the GBA. Contributions may have been provided in the form of leadership, exemplary service to the organization, and wisdom. Each candidate must be nominated by an active member of the GBA. Candidates may not nominate themselves. The nominating member must forward a nominating letter recommending the category, either "Emeritus", "Service with Distinction" or "Honorary Member". The nomination letter should include information about the candidate's contributions to the GBA over the years and why you feel they are deserving of this recognition. This letter should be forwarded to AAMC/GBA staff by December 31st at gba@aamc.org

News from Learn Serve Lead 2019: The AAMC Annual Meeting

AAMCNews published real-time content during Learn Serve Lead 2019: The AAMC Annual Meeting in Phoenix, Nov. 8-12. Read excerpts from the annual Leadership Plenary, in which David J. Skorton, MD, AAMC president and CEO, and AAMC Board of Directors Chair Lilly Marks urged fundamental changes to escape the "unacceptable status quo" and thrive under "the new normal." Bryan Stevenson, a noted civil rights lawyer, told attendees that to create a healthy nation, we must face the painful past of slavery and connect with those who still suffer its consequences. Presidential historian Jon Meacham emphasized that these are not the worst of times, offering a dose of realism and lessons for moving forward. During the closing plenary session, Amy Edmondson, a Harvard professor and bestselling author, shared how creating an interpersonal climate in which all employees feel empowered to speak up will lead to fewer errors and better performing teams. And finally, many academic medicine leaders and institutions were honored during the AAMC's annual black-tie gala for their outstanding contributions to medical education, patient care, and the biomedical sciences.

AAMC leaders issue call to action to confront challenges facing academic medicine: [Read More](#)

Bryan Stevenson: It's time to change the narrative around race and poverty: [Read More](#)

Jon Meacham: Healing the soul of our nation: [Read More](#)

Amy Edmondson: Psychological safety is critically important in medicine: [Read More](#)

2019 AAMC award winners honored at gala: [Read More](#)

[This webinar](#), sponsored by the Group on Business Affairs - Data and Benchmarking Committee focused on student debt strategies. The first part of the webinar offered an overview of AAMC's FIRST (Financial Information, Resources, Services, and Tools) program. Included in that presentation was an overview of how medical schools utilize the FIRST program, along with a discussion of the data on specialty choice and student debt, among other topics. The second part of the webinar featured the efforts at the Geisinger Commonwealth School of Medicine around debt management, including the Abigail Geisinger Scholars Program.

GBA Listserve Archives

Recent questions posted to the Listserve include the following topics: faculty offices; incentive credit for lactation breaks. To access the GBA Listserve archive: lists.aamc.org/read/?forum=gba.

AAMC News

Skorton: Terminating DACA would be bad for America's health

In a new [Washington Post op-ed](#), David J. Skorton, MD, AAMC president and CEO, examines the impact rescission of DACA would have on the health of the nation. Read more from [AAMCNews](#) on how a forthcoming Supreme Court decision could prevent hundreds of uncommitted medical students and residents from continuing their training to become doctors.

AAMC statement on House passage of EMPOWER for Health Act

The AAMC praised the U.S. House passage of the Educating Medical Professionals and Optimizing Workforce Efficiency and Readiness (EMPOWER) for Health Act of 2019, which would reauthorize Title VII programs managed by the Health Resources and Services Administration. "The vote is affirmation of the importance of supporting a health care workforce that can care for the nation's growing, aging, and diverse patient population," said Karen Fisher, JD, AAMC chief public policy officer. [Read More](#)

AAMC responds to final 2020 Physician Fee Schedule

The AAMC commended the 2020 Physician Fee Schedule final rule, which includes adjustments to the use of evaluation and management codes in physician reimbursement beginning in 2021. "These adjustments will allow providers to spend more time with patients and improve access to much-needed care for vulnerable patients and those with complex conditions, many of whom seek care from physicians affiliated with teaching hospitals and medical schools," said Janis Orlowski, MD, AAMC chief health care officer. [Read More](#)

AAMC statement on passage of second FY 2020 Continuing Resolution

The AAMC issued a statement on the passage of a continuing resolution that will fund the federal government through Dec. 20 and temporarily extend certain health programs, while delaying reductions in Medicaid Disproportionate Share Hospital payments. "We continue to urge policymakers to work together in a bipartisan manner to finalize legislation that includes sustained, meaningful funding growth for the National Institutes of Health and other vital health care programs," said Karen Fisher, JD, AAMC chief public policy officer. [Read More](#)

Joint statement from hospital and health system groups on price disclosure rule

The AAMC and three national hospital associations issued a joint statement responding to the final rule issued by the Centers for Medicare & Medicaid Services requiring public disclosure of privately negotiated rates. “[The] rule mandating the public disclosure of privately negotiated rates between commercial health insurance companies and hospitals is a setback in efforts to provide patients with the most relevant information they need to make informed decisions about their care.” [Read More](#)

Learning Opportunities

Call for Proposals – Information Technology in Academic Medicine

2020 Information Technology in Academic Medicine Conference, Sponsored by the Group on Information Resources (GIR)

[Submit a Proposal](#)

For more information, please see the [instruction guide](#).

Submission deadline: December 12, 2019, 11:59 pm PST.

Register Now – Leading Information Technology in Academic Medicine

Leaders in information technology, informatics, data analytics, security administration, business intelligence and operations, **registration is now open for the Leading Information Technology in Academic Medicine seminar**. As a participant, you will experience the unique opportunity to enhance your abilities in key areas like leadership presence, communication, and working with different personality types while increasing your knowledge of academic medicine’s core mission areas, so that you can more effectively serve your institution. [Register today!](#)

Register for the AAMC CY 2020 OPPS Final Rule Webinar

The AAMC will be hosting a webinar to discuss the calendar year (CY) 2020 Outpatient Prospective Payment System (OPPS) final rule on Tuesday, December 10, 2019 from 3:00 – 4:30 p.m. EST.

Topics covered will include: OPPS payment updates; **price disclosure requirements for hospitals**; changes to the 340B drug pricing program; wage index changes; second-year phase-in of site-neutral payments for clinic visit services; changes to the inpatient only (IPO) list; treatment of innovative technologies; new prior authorization requirements for selected services; and changes to hospital quality programs, among other topics.

Since CMS has released its [price disclosure final rule](#), we *will* cover the finalized price disclosure requirements for hospitals during this CY 2020 OPPS Final Rule webinar. The [final rule](#) was published in the Federal Register on November 12, 2019. Link to the [fact sheet](#).

The webinar is free to AAMC members; advanced registration is required.

[Register here.](#)

Please contact [Andrew Amari](#) or [Mary Mullaney](#) if you have questions about the webinar.

Group on Diversity and Inclusion 2020

Your voice, your vision, our future; amplify your experiences and strengthen our community.

2020 AAMC Group on Diversity and Inclusion
Professional Development Conference
May 1-4
JW Marriott Marquis | Miami, Florida

[Submit Your Proposal](#)

Proposals are due December 16, 2019

Group on Faculty Affairs 2020

Faculty and staff vitality is more than just an idea, it happens by design.

2020 AAMC Group on Faculty Affairs
Professional Development Conference
July 21-24
Hyatt Regency Portland | Portland, Oregon

[Submit Your Proposal](#)

Proposals are due December 18, 2019

Webinar on Effective Communication

Sponsored by the AAMC Group on Institutional Planning (GIP) Subcommittee on Professional Development
December 11th from 2:00-3:00 pm ES

[Register Today](#)

In today's academic healthcare environment, a key component driving organizational success is effective communication. Whether you are grappling with mergers and acquisitions, implementing strategic plans, influencing change within your organization, or navigating high-stakes conversations, communicating effectively is an invaluable skill set. The webinar will address:

- How emotional intelligence impacts the quality of communication
- Management of ambiguity by using a solution-focused approach to close the "knowing-doing gap"
- How to overcome the "deadly obstacles" often encountered in difficult conversations
- Best practices for crafting high-quality messages

Participants will be asked to share their most daunting communication challenges prior to the webinar. These examples will be incorporated into the webinar as case examples.

Speaker: [R. Kevin Grigsby, MSW, DSW](#), Senior Director, Member Organizational Development at the Association of American Medical Colleges in Washington, DC.

Apply Today for the Leadership Education and Development (LEAD) Program

Build the foundational skills you need to become a transformational leader in medical education as a LEAD Certificate Program Fellow. Designed for early to mid-career faculty,

LEAD is a one-year, cohort-based program that provides a firm foundation in the best practices and models of effective leadership that are key to advancing medical education at all levels.

As a LEAD Fellow, you will work with a national LEAD coach, participate in workshops on key leadership topics such as establishing strategic vision, developing others and leading change, and create lifelong connections to a national network of peers with whom you can collaborate and share ideas and challenges.

If you are aspiring to or are already in leadership role in medical education, consider applying today. Space is limited and the application deadline is Jan. 13, 2020.

[Apply Now](#)

Publications & Resources

Next Phase of AAMC Salary Equity Resources

As part of this year's annual AAMC Faculty Salary Report, the AAMC will produce new data tables with salary information by gender at the national level, in addition to the annual all faculty-level compensation tables. These online tables, which will be released at the end of December, will be accessible to AAMC members and the public for a fee, and medical school deans and principal business officers (PBOs) will receive complimentary access. The tables will also be included in the paper publication that will be available for purchase by the end of January. The information in these new tables are the same breakouts as the data released to deans and PBOs in April via the Faculty Salary Equity Tool (FSET), just in tabular form (as opposed to dynamic) and updated to include the most recent fiscal year 2019. These new tables expand the publicly available gender salary table data from less than 20 specialties (available on the [Understanding & Addressing Faculty Salary Equity website](#)) to all specialties (90+).

New AAMC data report examines U.S. physician workforce by state

The AAMC has published the [2019 State Physician Workforce Data Report](#). This biennial report examines current physician supply, medical school enrollment, and graduate medical education in the United States, and includes profiles providing snapshots on individual states, the District of Columbia, and Puerto Rico. [Read More](#)

Quality improvement and patient safety competencies: What every doctor needs to know about patient safety

The AAMC is developing a new publication series, *New and Emerging Areas in Medicine*, to frame competencies across the medical education continuum. The first in the series, *Quality Improvement and Patient Safety Competencies Across the Learning Continuum*, is now available and is designed as a roadmap for curricular and professional development, performance assessment, and improvement of health care services and outcomes. [Download the full report](#) and [read more from AAMCNews](#).

AAMC data examines access to health care among young adults

A new AAMC data snapshot examines access to health care, emergency room usage, and insurance coverage for adults aged 18-24 since passage of the Affordable Care Act. For adults under age 25 with household incomes less than \$25,000, individuals who reported always being able to access care when they needed it grew from 48% to 63%.

Additionally, adults under 25 years who relied on emergency rooms decreased from 3.5% to 1.3%. And for adults under age 25 with household incomes less than \$25,000, the proportion who always had health insurance grew from 58% to 71%. [Read More](#)

Graduation and attrition rates of U.S. medical students

The AAMC has published new data on graduation and attrition rates of U.S. medical students. Four-year graduation rates for MD students remained stable from 1994-95 through 2013-14, ranging from 81.6% to 84.1%. The six-year average graduation rate was nearly 96% for MD students. From 1994-95 through 2013-14, more students left medical school for nonacademic than for academic reasons, and the attrition rate over that time remained stable at an average of 3.3% over 20 years. [Read More](#)

Recommended Reading

A Timely Problem: Parental Leave During Medical Training

Webb, Allison M.B.; Hasty, Brittany N.; Andolsek, Kathryn M.; Mechaber, Hilit F.; Harris, Toi Blakley; Chatterjee, Archana; Lautenberger, Diana M.; Gottlieb, Amy S.
Academic Medicine. 94(11):1631-1634, November 2019.

[Read More](#)

Supporting New Physicians and New Parents: A Call to Create a Standard Parental Leave Policy for Residents

Ortiz Worthington, Rebeca; Feld, Lauren D.; Volerman, Anna
Academic Medicine. 94(11):1654-1657, November 2019.

[Read More](#)

Achieving Gender and Social Equality: More Than Gender Parity Is Needed

Raj, Anita; Kumra, Tina; Darmstadt, Gary L.; Freund, Karen M.
Academic Medicine. 94(11):1658-1664, November 2019.

[Read More](#)

Psyche Meets the Gatekeepers: Creating a More Humane Culture for Women in Medicine

Flaherty, Susan M.; Misra, Madhusmita; Scott-Vernaglia, Shannon E.; Taveras, Elsie M.; Israel, Esther J.

Academic Medicine. 94(11):1665-1669, November 2019. [Read More](#)

Foreign data theft in the news: What academic institutions can do to protect themselves

Research labs across the country are taking steps to protect their intellectual property after the National Institutes of Health warned of data breaches and shadow labs. [The New York Times](#) explored this issue in a recent front-page article that included comments from Ross McKinney, MD, AAMC chief scientific officer. Here's what academic medical institutions need to know. [Read More](#)

The Development of New MD-Granting Medical Schools in the United States in the 21st Century

The author examines some of the characteristics of the 29 medical schools established since 2000 and provides an overview of various factors that contributed to their development, including financial resources and geographic location.

Michael E. Whitcomb, MD

[Read More](#)

Seeking Inclusion Excellence: Understanding Racial Microaggressions as Experienced by Underrepresented Medical and Nursing Students

Interviews with medical and nursing students at two universities illuminate the incidence, response to, and negative learning effects of racial microaggressions, as well as suggestions for institutional change.

Kupiri Ackerman-Barger, PhD, RN, Dowin Boatright, MD, MBA, MHS, Rosana Gonzalez-Colaso, PharmD, MPH, Regina Orozco, MSN, RN, and Darin Latimore, MD

[Read More](#)

Is there a doctor [in training] on board?

If you're flying this holiday season, you might hear the call go out for a doctor to assist in an in-flight medical emergency. But what if you're still in training? *AAMCNews* takes a new look at what you need to know — and the resources you'll have at your disposal.

[Read More](#)

Welcome New Members

(November 1 – 30, 2019)

Marian Brady
University of Utah School of Medicine

Jessica Groves
University of Utah School of Medicine

Andi Mitchell
University of Utah School of Medicine

Nick Paddock
University of Utah School of Medicine

Peter Panos
University of Utah School of Medicine

Mike Rogers
University of Utah School of Medicine

James Steffen
University of Utah School of Medicine

Tomeka Wilson
University of Alabama School of Medicine

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