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Lead

# Welcome to the GBA Annual Membership/Business Meeting

Webinar

Presented by GBA Leadership  
Friday, May 8, 2020



Association of  
American Medical Colleges

# About the GBA

The Group on Business Affairs (GBA) advances administrative and fiscal management in academic medical institutions to support medical education, research, and health care. GBA members are appointed.

- 1 of 19 Professional Development Groups at the AAMC
- The Group's membership numbers over 1500
- Primary makeup: Principal Business Officers, Other Finance and Administration Leaders; Human Resources representatives; and Department Administrators
- Led by a 10-member Steering Committee with a Liaison from the Council of Deans
- 3 Standing Subcommittees; 2 Interest Groups; 1 Collaborative Work Group with the GIP and GIR

# Meeting Agenda

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Chair Reflections

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Recognizing Outgoing and Current Committee Members

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Recognition of Incoming Committee Members

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Election Results and Introduction of 2020-2021 National Officers

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Subcommittee Updates

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Looking Ahead

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Knowledge-Sharing Activity

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# Chair Reflections...

**F. John Case, MBA, EdD**  
Sr. VP for Operations and  
Chief Financial Officer  
Morehouse School of Medicine



# Recognition of Outgoing Steering Committee Members



**Immediate Past Chair  
(2019-2020)**

**Cynthia Walker, MBA**

Deputy Dean, Finance & Administration  
Yale School of Medicine



**HR Interest Group Representative  
(2017-2020)**

**Kevin Eide, MDiv**

AVP Financial Planning & Analytics  
Medical College of Wisconsin

# Remaining on the Steering Committee

- **Immediate Past-Chair: F. John Case**, MBA, EdD, Senior Vice President for Operations and Chief Financial Officer, Morehouse School of Medicine
- **PBO-at-Large (2019-2021): Heather Hamby**, MPH, Executive Associate Dean and Chief Business Officer, Emory University School of Medicine
- **Member-at-Large (2019-2022) and Department Administrator Interest Group Representative: Nick Nguyen**, MHA, Administrator, Division of Cardiology, Department of Medicine, Duke University Medical Center
- **Emerging Issues Committee Chair: Cynthia Best**, MBA, Associate Dean for Finance & Administration, University of Utah School of Medicine
- **Professional Development Committee Chair: Jeffrey D'Ambrosio**, CPA, MBA, Director of Finance, Frank H. Netter MD School of Medicine at Quinnipiac University
- **Data and Benchmarking Committee Chair: Teresa Hartnett**, EdD, MPA, Associate Dean, Finance & Administration, University of Tennessee Health Science Center College of Medicine

# Welcome Incoming Steering Committee Members



**PBO-at-Large  
(2020-2022)**

**Anja Paardekooper**

Senior Associate Dean

Finance and Administration

David Geffen School of Medicine at UCLA



**HR Interest Group Representative  
(2020-2022)**

**Corina Velasquez**

Associate Director of Talent Solutions

Human Resources

University of Florida College of Medicine



# Special thank you to the GBA Council of Deans (COD) Liaison

**John V. Marymont, MD, MBA**  
Dean of the College of Medicine and  
Vice President for Medical Affairs  
University of South Alabama





# Welcome Incoming National Officers



**CHAIR**

**Mary Glasscock, MBA**

Sr. Associate Vice President, Business  
Affairs & Administration  
Georgetown University Medical Center



**CHAIR ELECT**

**Darrell Griffith, MBA**

Sr. Associate Dean for Finance and Administration  
Virginia Commonwealth University School of  
Medicine  
Executive Director, MCV Physicians



# Subcommittee Updates

Emerging  
Issues

Data and  
Benchmarking

Professional  
Development

Human  
Resources

Department  
Administrators

Data-Driven  
Academic  
Medical Centers

# Emerging Issues Committee Update

## Emerging Issues Committee Chair



**Cynthia Best, MBA**  
Associate Dean for  
Finance &  
Administration  
University of Utah  
School of Medicine

- Webinar on **Succession Planning** – May 20, 2019  
Speakers: Kimara Ellefson (MCW), Bridgett LaFountain (Yale), Geraldine Sullivan (Yale), Cynthia Walker (Yale)
- Planning for Webinar on the **Cost of Technology** (Summer 2020)
  - Learn from a newer school and a more established school
  - Structure, Governance, Decision Making and Cost Allocation
- Developing Survey regarding **F&A**
  - Policies, Processes, Allocation Models, Understanding “Net”
- Working with Dr. Janis Orłowski’s Team on Webinars Focused on
  - **GME Funding**
  - **340B**
  - **Value-Based Care**
- Submitted Survey about **VA Operations** for Consideration

# Participant Poll

In your current role, what do you see as the most pressing emerging issue at your institution?



# Data & Benchmarking Committee Update

## Data & Benchmarking Committee Chair



**Teresa Hartnett, EdD, MPA**  
Associate Dean, Finance & Administration, University of Tennessee Health Science Center College of Medicine

Recognizing Jeremy Alltop, Data & Benchmarking Committee Chair from April 2018 – January 2020, who stepped down mid-term this year to start his new role as CFO at Lamar University in Beaumont, Texas

### Committee Updates and Current Projects:

- 2019-2020 GBAnalytics: **Retirement Contributions; Student Housing and Transportation Costs**
- Webinar on Communication Around Faculty Compensation Plans – May 2, 2019  
Speakers: Angie Simonson (Minnesota), Brian Hoffmeister (Stanford), Susan Kingston (Stanford), Gregory Johns (Utah), Stephen Petersen (Utah)
- Webinar on Student Debt Strategies – November 21, 2019  
Speakers: Julie Fresne (AAMC), Anna Arvay (Commonwealth), Michelle Schmude (Commonwealth)
- Serve as a resource to the AAMC around data-collection efforts

# Participant Poll

What additional data would you like the AAMC to consider collecting?



# Professional Development Committee Update

## Professional Development Committee Chair



**Jeffrey D'Ambrosio,**  
**CPA, MBA**

**Director of Finance**  
**Frank H. Netter MD School**  
**of Medicine at Quinnipiac**  
**University**

- Mentorship Project – Mentoring Circles
  - Mentor and Mentee Surveys Created
  - Sample Curriculum and Timeline in Review
  - Information Session Upcoming with a tentative inaugural program start date of January 1, 2021
- Career Panel Session at GBA/GIP postponed
- PDC toolkit developed over years - coming out as resource soon on the AAMC GBA website. Includes information on skills required by level and/or career stage; links to professional development programs at peer medical schools; and high-level skills developed around scenario planning.

# Participant Poll

What types of additional professional development opportunities are you interested in?

# Human Resources Interest Group Update

## HR Interest Group Representative



**Kevin Eide, MDiv**  
**AVP Financial Planning & Analytics**  
**Medical College of Wisconsin**

- Quarterly Calls – High level topics, presentations, open forum
- Active Listserv, membership grown to >150
- Toolkit Update – Adding template faculty resources (*job descriptions, compensation plans, letters*)
- Several HR-related sessions at the Spring Meeting
  - Creating a Family-Friendly Work Environment for Faculty
  - Eliminating Traditional Annual Performance Reviews
  - Basic Science Compensation Plan: Development and Implementation
  - Administrator Experiences: From Onboarding to Engagement
  - Developing a Mission Driven Compensation Strategy
  - Ahead of the Game or Always to Blame? A Tale of Two Shared Services
  - Disrupting the HR Model: What Happens When You Blow Up the Old Way of Working?

# *New - Launched in 2019* Department Administrator Interest Group

**DA Interest Group  
Representative / Chair**



**Nick Nguyen, MHA**  
Administrator, Division of  
Cardiology, Department of  
Medicine, Duke University  
Medical Center

**DA Interest Group  
PBO Liaison**



**Heather Hamby, MPH**  
Executive Associate Dean  
and Chief Business  
Officer, Emory University  
School of Medicine

# Department Administrator Interest Group Update

## Activities this year:

- Group officially established in September 2019
- Held 2 focus groups with 100-120 participants each.
- Launched an Administrator Listserv (over 550 participants registered).
- Completed initial survey to guide strategic topic areas and priorities that will be used to plan future activities, e.g. moderated town halls, webinars, etc.
- Established a DA Group Advisory Committee, that honed our initial priority areas from the survey and developed an information sheet describing the goals for this Interest Group; this document can be found on the AAMC GBA DA webpage.
- Planned a Spring Webinar (postponed): *So, What Do You Do?: The Roles and Value of Department Administration*; Speakers: Susan Kline (Duke) and Brian David (Mount Sinai)
- Record number of administrator submissions for breakout sessions, posters, and hot topic sessions planned for the 2020 Spring Meeting.

## **Purpose**

The GBA DA Interest Group connects peers in academic medicine and to develop, define, and promote promising practices in health care administration, research management, graduate and professional education, knowledge transfer, and growth of the business of medicine, research, and health care delivery.

## **Current Strategic Priorities of the GBA DA Interest Group**

### 1. Definition of “administrator.”

- a. What does it mean to be an “excellent” administrator?
- b. What does the role of the administrator look like today; what are key skills?

### 2. Strategic growth.

### 3. Leadership development.

### 4. Change management.

### 5. Framework for assessing a department.

#### Benefits of joining the GBA DA Interest Group:

- Access a nationwide network of peers.
- Explore topics of interest to department administrators and the best means to engage colleagues in these topics.
- Participate in discussions on calls and the GBA DA Listserv: [gbada@lists.aamc.org](mailto:gbada@lists.aamc.org).
- Help to shape potential webinars, trainings, and toolkits.
- Submit topics for breakout sessions at the GBA-GIP Spring Meeting and participate in Hot Topics Discussion Forums.

If interested in joining, please contact AAMC GBA staff at [GBA@aamc.org](mailto:GBA@aamc.org).

# DA Interest Group Advisory Committee

**GBA DA Interest Group Advisory Committee Chair, Nicholas (Nick) Nguyen**, Administrator, Division of Cardiology, Department of Medicine, Duke University School of Medicine

**Clinical Department Lead, Brian David**, Vice Chair for Clinical Integration and Administration, The Samuel Bronfman Department of Medicine, Mount Sinai Health System

**Basic Science Department Lead, Sue Carlson**, Director of Operations, Department of Biostatistics and Medical Informatics, University of Wisconsin School of Medicine and Public Health

**PBO Liaison, Heather Hamby**, Executive Associate Dean, Emory University School of Medicine; Chief Business Officer, Emory University School of Medicine and Physician Group Practice; Associate Vice President for Health Center Integration, Woodruff Health Sciences Center

**Member, Denise Niles Canales**, Director of Bioinformatics, Lyda Hill Department of Bioinformatics, UT Southwestern Medical Center

**Member, Mark Lucas**, Chief Administrative Officer, Department of Neurobiology, Department of Computational Medicine, University of California, Los Angeles, David Geffen School of Medicine

**Member, Dana Keren**, Senior Department Administrator III, Department of Otolaryngology, Department of Obstetrics and Gynecology, Tulane University School of Medicine

**Member, Glendale Manning**, Department Administrator, Satcher Health Leadership Institute, Morehouse School of Medicine



# Data-Driven Academic Medical Centers Work Group Update

**DDAMC Work Group Co-chair  
(GBA Rep.)**



**Michael Patriarca, MBA**  
Executive Vice Dean, Finance  
& Administration  
University of Texas Rio  
Grande Valley  
School of Medicine

- Co-led by GBA, GIP and GIR leaders
- Each call focuses on a specific topic; topics were identified for the entire year
- Presentations:
  - ✓ BI tools
  - ✓ Data governance
  - ✓ Research data outputs
  - ✓ Clinical dashboards
  - ✓ EDW Structure and Strategy
- Current Project: Creating an AMC Business Intelligence starter kit that contains a library of resources and best practices on related topics



# It's not too late to join a GBA Subcommittee!

- If you are interested in participating on a Committee for the 2020-2021 term, please complete the Committee Interest Form located on the AAMC GBA website by May 15, 2020 for consideration.

<https://www.aamc.org/gba>

- If you have any questions about joining a Committee, please contact [gba@aamc.org](mailto:gba@aamc.org).

# Thank you to the GBA/GIP 2020 Joint Spring Meeting Planning Committee

## GBA Representatives

**Shana Caporossi**, Finance Manager, Medical University of South Carolina College of Medicine

**Jason Daniel**, Senior Executive Administrator, University of Alabama School of Medicine

**Ryan Goerlitz**, Associate Vice President of Finance, Ohio State University College of Medicine

**Corina Velasquez**, Associate Director of Talent Solutions, University of Florida College of Medicine

## GIP Representatives

**Niraj Dangoria**, Associate Dean, Facilities Planning & Management, Stanford University School of Medicine

**Jessica Havern**, Director, Strategic Planning & Enterprise Performance, Johns Hopkins University School of Medicine

**Denise Johnson**, Director, Planning & Operations, Saint Louis University School of Medicine

**Brian Smith**, Chief Ethics & Compliance Officer, Sr. Associate Vice Chancellor, Research, University of California, San Francisco, School of Medicine

# Looking Ahead: Delivering Content Throughout the Year

- GBA Needs Assessment – Forthcoming next week
- Delivering content from our canceled meeting:
  - Formal webinars – broad topics of interest to GBA members, presentations from the scheduled speakers
  - Moderated conference calls on specific topics – no presentations, just a chance to discuss pressing issues
  - Breakout sessions at future meetings
- PBO Townhall conference calls – sharing of information around COVID-19

# Knowledge-Sharing Activity

**With every crisis comes an opportunity. As you think about how the pandemic has impacted your institution, what are you planning to do differently when your new normal is implemented.**

# Save the Date!

## **2020 Principal Business Officers' Meeting**

October 1-2, 2020

The Ritz-Carlton

New Orleans, LA

## **GBA/GIP 2021 Joint Spring Meeting**

April 27-30, 2021

Fairmont Hotel Vancouver

Vancouver, British Columbia, Canada