



The primary mission of the AAMC's Group on Business Affairs (GBA) is to advance administrative and fiscal management in academic medical institutions to support medical education, research, and health care.

GBA News and Business

GBA Mentorship Circle Program Informational Session

December 6, 2022

3:00–4:00 p.m. ET

[REGISTER TODAY](#)

We are pleased to announce the opportunity for GBA members to now join the third year of our new [GBA Mentorship Circle Program](#), developed by the GBA Professional Development Committee. There will be an informational session held on Tuesday, December 6th, 3:00–4:00 p.m. ET, which you may register for [here](#). This session will cover in detail what this year-long program entails, including curriculum details, responsibilities, and expectations, and we encourage all GBA members to attend (whether you are interested in becoming a mentor or mentee yourself or would like to learn more about this program on behalf of colleagues whom you think may benefit from this program). There will be plenty of time for Q&A during this session as well as information on how to sign up to become a mentor or mentee. [Here is an overview of the program](#), which we encourage you to review to see if this may be of interest.

You are not required to participate in this informational session to be either a mentor or a mentee. Following this informational session, we will be distributing the sign-up information to all GBA members to become a mentor or a mentee.

Registration Opening in Early 2023 - GBA/GIP Joint Spring Meeting



April 26-27, 2023

Sheraton Puerto Rico Hotel & Casino

San Juan, Puerto Rico

All GBA members will receive an email notification in early 2023 that registration is open for the Spring conference.

[Equal Pay for Equal Work in the Dean Suite: Addressing Occupational Gender Segregation and Compensation Inequities Among Medical School Leadership](#)

The authors describe a roadmap for an alternative value system that recognizes complementary leadership activities across mission areas and ensures that the contributions of women are appropriately recognized, valued, and rewarded.

Amy S. Gottlieb, MD, Valerie M. Dandar, MA, Diana M. Lautenberger, MA, **Cynthia Best, MBA**, and Reshma Jaggi, MD, DPhil

[Data of Interest – GBA Members - For Information on Technologies and Systems used at Peer Medical Schools, Refer to the GIR Medical School IT Survey Data File](#)

Interested in which HR, financial systems, or BI tools other medical schools are using? Email GIRSurvey@aamc.org to see if your medical school participated in the AAMC Group on Information Resources (GIR) Medical School IT Survey. This survey gathers information on leadership, financing, staffing, technologies, and emerging trends to provide members with a baseline to view their organizations over time and with a directory of application trends. Individuals at participating medical schools have access to the data file which provides school-level information on technologies used across dozens of different areas, such as administrative, clinical, educational, regulatory/compliance, research, and security.

GBA Listserv Archives

The GBA listservs are a great way to connect with colleagues across the country about topics of interest. More information about posting a question to any of the GBA listservs is included below. The following topics were posted in November:

GBA: Program Budgets Per Resident Amount; Ombudsman question; Research Operations Structure; Policies Around Support for M4 Elective Away Rotations

To access the archives: lists.aamc.org/read/?forum=gba

To post a question: gba@lists.aamc.org

GBA HR:

To access the archives: <https://lists.aamc.org/read/?forum=gbahr>

To post a question: gbahr@lists.aamc.org

Department Administrator:

To access the archives: lists.aamc.org/read/?forum=gbada

To post a question: gbada@lists.aamc.org

PBO:

To access the archives: lists.aamc.org/read/?forum=pbo

To post a question: pbo@lists.aamc.org

AAMC News

AAMC leaders: Unprecedented times call for concerted action to improve the health of all

The AAMC Board Chair Kirk A. Calhoun, MD, and AAMC President and CEO David J. Skorton, MD, called on colleagues to work together to tackle the challenges facing academic medicine today.

AAMC, Hospital Groups Urge Action on Pending Medicare Payment Cuts

The AAMC joined the American Hospital Association, the Federation of American Hospitals, America's Essential Hospitals, and other hospital and health system groups in a Nov. 14 letter urging congressional leadership to avert pending cuts to Medicare payments.

Information: [Allyson Perleoni](#), AAMC Government Relations.

AAMC Outlines Key Policies for Inclusion in Year-End Legislation

The AAMC sent a letter to congressional leadership on Nov. 4 outlining academic medicine's policy priorities for year-end legislation.

[Learn more about CareerConnect](#)

CareerConnect is the AAMC's online job board that connects employers and job seekers in academic medicine. The platform provides an online forum for medical schools and teaching hospitals to connect with the industry's best and brightest talent by posting open positions and accessing job seekers.

Learning Opportunities

AAMC webinar explores new report on leadership compensation equity

The AAMC will host a free webinar on Dec. 7 at 12:30 p.m. ET to present findings from a new report, [Exploring Salary Equity Among Medical School Leadership](#), that is part of the AAMC's ongoing salary equity report series and provides new data about the compensation of senior-most leaders in academic medicine. The report presents the first publicly available analysis of U.S. medical school deans and dean's office leadership compensation, the gender and racial/ethnic identities of those in leadership roles, and their administrative titles. A [commentary](#) published ahead-of-print in *Academic Medicine* further explores the data and findings.

[Register for the webinar](#)

2022 IT in Academic Medicine: Digital Demonstration Virtual Conference



December 8 - 9 | Virtual

Register today for the [2022 IT in Academic Medicine Digital Demonstration Virtual Conference](#). This virtual experience is sponsored by the AAMC Group on Information Resources (GIR) and is designed to focus on innovative projects, tools, dashboards, state-of-the-art education spaces, and technology solutions where the products can be demonstrated and shown to conference attendees like you! Get ready to share information and learn about products and solutions that address challenges and identify strategies developed to meet your organizational goals.

[Register for the webinar](#)

Clinical Practice Solution Center - 2023 Medicare Physician Fee Schedule Final Rule Webinar

Please join the AAMC-Vizient Clinical Practice Solutions Center (CPSC) for a webinar discussing the 2023 Medicare Physician Fee Schedule final rule on **Thursday December 8, 2022 at 2:00pm (EST)**. During this 60-minute webinar, AAMC and Vizient staff will present on payment provisions and other policies from the final rule. Topics include new payment rates for physician and other healthcare services for 2023, changes to evaluation and management services, impact analyses on payment for physician practices, changes to Medicare telehealth policies, split (shared) billing, behavioral health, and others. Participants will have the opportunity to ask questions once the presentation has concluded.

[Register for the webinar](#)

Clinical Practice Solutions Center - 2023 Medicare Shared Savings Program and Quality Payment Program Final Rule Webinar

Please join the AAMC-Vizient Clinical Practice Solutions Center (CPSC) for a webinar discussing final policies for the Shared Savings Program and Year 7 (2023) of the Quality Payment Program (QPP) in the Medicare Physician Fee Schedule final rule on **Monday December 12, 2022 at 3:00 pm (EST)**. During this 60-minute webinar, AAMC and Vizient staff will present on final policy changes for Medicare Shared Savings Program Accountable Care Organizations (ACOs), the merit-based incentive payment system (MIPS), and Advanced APMs. For the Shared Savings Program, topics include changes to payments to ACOs, transition to performance-based risk, and benchmark and health equity adjustments. For the QPP, topics include changes to MIPS framework, MIPS category weights and performance threshold, the MIPS Value Pathways (MVPs) reporting option, and changes related to Advanced APMs. Participants will have the opportunity to ask questions once the presentation has concluded.

[Register for the webinar](#)

Call for Proposals Now Open!



2023 Information Technology in Academic Medicine Conference, Sponsored by the Group on Information Resources (GIR)

May 31-June 2

Hilton Denver City Center

Denver, CO

[Submit a Proposal](#)

Submission Deadline: December 9, 2022, 11:59 pm PST

Leading Information Technology in Academic Medicine



March 7-9, 2023

AAMC Headquarters

Washington, DC

Register Now at the Early Bird Rate

As information technology, informatics, data analytics, security administration, business intelligence, and instructional and educational design leaders in academic medicine, you're undertaking more responsibilities than ever before. To be successful in your role today, you must have a thorough understanding of both the culture of academic medicine and the new challenges facing the community, in addition to possessing critical leadership skills that will enable you to execute the complex responsibilities required to serve and advance your institution. Join us for [Leading Information Technology in Academic Medicine](#) where our expert faculty will equip you with the critical leadership skills and knowledge of academic medicine to advance IT and data practices, policies, and services within your institution and the academic medical community at large.

Publications & Resources

[New AAMC report on leadership compensation equity](#)

Exploring Salary Equity Among Medical School Leadership is the third in the AAMC's ongoing salary equity report series and provides new data about the compensation of senior-most leaders in academic medicine. The report is part of the AAMC's continued commitment to examining salary equity at medical schools in the United States and presents the first publicly available analysis of U.S. medical school deans and dean's office leadership compensation, the gender and racial/ethnic identities of those in leadership roles, and their administrative titles. Included in this publication are a number of reflection questions and action steps medical school leadership can consider when

evaluating the diversity of their leadership teams and equity of their leadership compensation practices. To accompany the report, the AAMC has also published a series of new data tables with additional information on [dean's office staff](#) and [deans' compensation](#). The AAMC will host [a free webinar](#) on Dec. 7 at 12:30pm ET to further explore the report. Please use the "Quick Download" feature in the AAMC Store when downloading this free report.

[AAMC fact card outlines debt, costs, and loan repayment for medical student education](#)

The "[Medical Student Education: Debt, Costs, and Loan Repayment Fact Card for the Class of 2022](#)" is now available. The fact card includes data on various medical student debt topics, medical school costs, and summarizes loan repayment options for graduates. Among 2022 graduates with debt, the median education debt was \$200,000 (education debt includes premedical and medical). For the medical school class of 2022, the median four-year cost of attendance was \$268,476 at public schools and \$363,836 at private schools.

[New AAMC report assesses diversity, equity, and inclusion in medical schools](#)

For decades, members of the academic medicine community have sought sustained action and accountability from medical school leaders to accelerate meaningful change that supports diversity, equity, and inclusion (DEI). In 2021, the AAMC Council of Deans (COD) explored concrete actions that leaders can take to advance DEI at their institutions and established the COD Collective Action Initiative on Advancing DEI. This initiative provided an opportunity to help medical schools improve their climate and culture through the collective administration of the AAMC's Diversity, Inclusion, Culture, and Equity (DICE) Inventory. A new report, [The Power of Collective Action: Assessing and Advancing Diversity, Equity, and Inclusion Efforts at AAMC Medical Schools](#), details the results of the 101 AAMC-member medical schools that completed the DICE Inventory (use the "add to cart" or "quick download" feature when downloading this free report).

Leadership Compensation Data and Equity Project

The In early November, the AAMC released the final deliverables for our leadership compensation data and equity project including:

- ["Exploring Salary Equity Among Medical School Leadership" publication](#)
- [Public Data Tables for Dean's Office Staff Compensation Survey](#)
- [Public Data Tables for the Dean's Compensation Survey](#)

Recommended Reading

[The Future of Endowed Chairs in Academic Medicine](#)

Buckley, Peter F.; Sime, Patricia J.; Collins, Love; Eggleston, Niles; Davenport, Jay E. Less
Academic Medicine. 97(11):1583-1586, November 2022.

[Lasting Solutions for Advancement of Women of Color](#)

Verduzco-Gutierrez, Monica; Wescott, Siobhan; Amador, Juan; Hayes, Andrea A.; Owen, Mary;
Chatterjee, Archana Less
Academic Medicine. 97(11):1587-1591, November 2022.

[LGBTQ+ Worker Protections: Implications for Academic Medicine Today and in the Future](#)

Sánchez, Nelson F.; Kennedy, Lydia; Spigner, Sabina T.; Hartman, A. Wesley; Sánchez, John P.;
Callahan, Edward J.
Academic Medicine. 97(11):1597-1604, November 2022.

[Endowed Chairs and Professorships: A New Frontier in Gender Equity](#)

Thorndyke, Luanne E.; Milner, Robert J.; Jaffe, Laurinda A.
Academic Medicine. 97(11):1643-1649, November 2022.

[Barriers, Challenges, and Solutions: What Can We Learn About Leadership in Academic Medicine From a Qualitative Study of Emergency Medicine Women Chairs?](#)

Hobgood, Cherri D.; Draucker, Claire
Academic Medicine. 97(11):1656-1664, November 2022.

[Out-of-State Students at State Medical Schools and Increasing Medical Debt](#)

The authors documented a 7% increase in the number of out-of-state matriculants at state-funded medical schools from 2004-2019 and considered the potential effects, including on student debt.
Molly B. Kraus, MD, Shaina H. Hasan, MD, Skye A. Buckner-Petty, Julia A. Files, MD, Sharonne N. Hayes, MD, Elizabeth B. Habermann, PhD, and Lisa M. LeMond, MD

Welcome New Members

November 1- November 30, 2022

- Kristin Bahn
Robert Larner, MD, College of Medicine at the University of Vermont
- Heidi Conrad
University of Wisconsin School of Medicine and Public Health
- Angela Lalas
Loma Linda University School of Medicine
- Janice Lorine
Robert Larner, MD, College of Medicine at the University of Vermont
- Jaime Monardes
Texas Tech University Health Sciences Center Paul L. Foster School of Medicine
- Seletta Nichols
Northwestern University The Feinberg School of Medicine
- Jeanna Page
Robert Larner, MD, College of Medicine at the University of Vermont
- Amy Pelzer
Ohio State University College of Medicine
- Tamar Simpser
Drexel University College of Medicine
- Karmen Swim
Robert Larner, MD, College of Medicine at the University of Vermont
- La'Shari Valentin
New York Medical College
- Brian Walton
Morehouse School of Medicine

- Lisa Wilda
Robert Larner, MD, College of Medicine at the University of Vermont