



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

It's not too late to participate in the 2023 GBA Mentorship Circle Program

GBA Mentorship Circle Program

Applications now open!

Submission Deadline: January 6, 2023

[Mentee Application](#)

[Mentor Application](#)

We are pleased to announce the launch of the 2023 GBA Mentorship Circle Program, developed by the GBA Professional Development Committee. Our comprehensive website includes a detailed roadmap of mentor and mentee expectations, offers a proposed annual curriculum for the Circles, and includes the recording from our December informational session.

GBA Department Administrator Calls on Leadership Development

The GBA Department Administrator Interest Group is hosting a series of moderated calls and discussions over the next several months. The conversations are loosely based on lessons learned in the following book, though you do not need to read the book to participate in the discussions: [The 360 Degree Leader: Developing Your Influence from Anywhere in the Organization](#) by John C. Maxwell.

The calls are open to any GBA member. You are also welcome to share the announcement with any colleague not currently in the GBA but have an interest in any of the topics. You may sign up for as many calls that are of interest.

January 25, 2:00 - 3:00 pm ET

Get Unstuck: How to expand your network.

Do you find you may rely on people mostly in your department for input? That's great – you have fantastic people to lean on; yet what about your blind spots – do you have some untapped potential network of contacts in other departments, the Dean's Office / Central administration, and/or professional societies? Let's take some time to talk (yes, talk!) about strategies to get outside your comfort zone, to learn and solicit new perspectives, and to grow as an administrator.

With Brian David and Susan Marx, facilitators.

[RSVP here for the January call](#)

February 13, 3:00 - 4:00 pm ET

Managing yourself

This conversation will focus on how you manage yourself. How can you thrive in an environment where you have to wear multiple hats? What are tips and tricks to manage your priorities, self-manage yourself, and grow the leader within you?

With Sue Carlson and Mark Lucas, facilitators.

[RSVP here for the February call](#)

March 23, 12:00 - 1:00 pm ET

Managing up

As administrators, how can we position ourselves to be a valuable asset to our chair and our organization? How can we know when to lighten our leader's load and when to back off? As department administrators, often times we are charged with managing up. During this conversation, we'll discuss how best to thrive in this type of situation.

With Anna Ramanathan and Nick Nguyen, facilitators.

[RSVP here for the March call](#)

April 26, on-site at GBA/GIP conference

Working with medical school leadership

As a department administrator, how do you position yourself to work with the leaders of your organization? How can you position yourself to be both a leader in your department and a leader at your school?

With LaKisha Mack and Allison Holt, facilitators.

Registration information about the GBA/GIP 2023 Joint Spring Meeting will be available in early 2023.

[GBA/GIP Virtual Programming: Data-Driven Academic Medical Centers Webinar](#)

Friday, January 27th, 2023

3:00 pm - 4:00 pm EST

This session will feature two schools and the tools, dashboards and practices they utilize to develop a data-driven culture at their organizations. The College of Human Medicine at Michigan State University will present on their institution-wide connected toolset and system for All Funds Budgeting, Mission Effort and Educational Assignment which is utilized as part of their journey to strategically manage financial and personnel resources within the college. Creighton University School of Medicine is in the early stages of building visualizations to help guide school and departmental leadership in the decision-making process. The Department Activity Report allows chairs to review and validate reported teaching and service activities of their full-time faculty. The Departmental Dashboard provides department level data on faculty performance in a range of mission areas. Please note that this webinar was presented as a breakout session during the GBA/GIP 2022 Joint Spring Meeting in San Francisco.

[Return on Investment of Researchers – Moderated Discussion](#)

February 10, 2023

1:00-2:00 PM ET

The most recent GBAnalytic focused on the return on investment of researchers. This survey collected information on what schools consider when assessing the return on investment (ROI) of a researcher and the overall ROI the institution has made in research through its hires. The GBA will be hosting a moderated call to discuss the findings of this Analytic and any other questions or issues related to this topic.

[GBA Webinar: School of Medicine \(SoM\) Justice, Equity, Diversity, and Inclusion Initiative](#)

February 22, 2023

3:00 pm (ET)

The leaders of Stanford Medicine renewed their commitment to the values of justice and equity, which reverberated throughout the School of Medicine including Business Affairs.

See you in Puerto Rico at the 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.

[Preparing for a Post-COVID Era: Workplace Policies and Practices](#)

Thank you for your participation in our recent survey: Preparing for a Post-COVID Era: Workplace Policies and Practices. Eighty-eight medical schools submitted data to the survey. [The final report can be accessed here](#). In the appendix of the report are the slides that were shown during the recent moderated call in early December.

We would like to thank the Group on Business Affairs (GBA) Data and Benchmarking Committee, with input from the AAMC Group on Institutional Planning (GIP) Facilities Planning & Space Management Subcommittee for developing this survey.

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 December:

GBA: Supplemental funding for NIH and foundation supported fellows

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: Anesthesia staffing and funding model; Dean's Tax question

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

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

AAMC News

[Job Posting: AAMC Director for Member Organization Solutions](#)

The AAMC is currently recruiting for a Director for Member Organization Solutions. This position will lead the AAMC's design, development and delivery of a suite of resources and services for AAMC member medical schools to address operational and cultural impediments to successfully advance their missions.

More details can be found via this link: [Director, Member Organization Solutions](#)

[AAMC, Provider Groups Urge Action on Medicare Cuts](#)

The AAMC joined over 100 other provider groups in a Dec. 5 letter urging congressional leadership to eliminate pending Medicare physician payment cuts.

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

[AAMC awards nomination deadline approaching](#)

The AAMC annually recognizes and celebrates members of the academic medicine community who make significant advances in medical education, patient care, research, community engagement, and diversity in health care. There is still time to submit nominations for the AAMC Award for Excellence in Medical Education; the Award for Distinguished Research in the Biomedical Sciences, and the Robert Wood Johnson Foundation David E. Rogers Award, as the deadline for these awards is Jan. 27 at 11:59 p.m. ET. [These tips](#) and a [recent webinar](#) offer guidance on preparing a compelling nomination.

[AAMC responds to Washington Post opinion piece on standardized testing in medical school admissions](#)

In a [letter to the editor](#) of *The Washington Post*, David J. Skorton, MD, AAMC president and CEO, and Gabrielle V. Campbell, AAMC chief services officer, address inaccuracies in a [recent opinion piece](#) examining the use of the MCAT exam in medical school admissions. "Every medical school

sets its own criteria for selecting the students who will contribute to its mission and successfully complete rigorous medical school curriculums. The AAMC does not — and cannot — mandate whether or how medical schools use the MCAT exam in their admissions processes,” they write. “A ‘pass/fail’ score would disproportionately affect disadvantaged applicants who have strong qualifications but lower MCAT scores, and it would undermine the unique admissions priorities of different medical schools.”

[**AAMC statement on year-end legislation**](#)

AAMC President and CEO David J. Skorton, MD, and Chief Public Policy Officer Danielle Turnipseed, JD, MHSA, MPP, issued a statement upon the release of text for the Consolidated Appropriations Act, 2023, that would fund the federal government through fiscal year 2023. The legislative package contains provisions that will support patients, learners, scientists, teaching hospitals, faculty physicians, and other health care providers, including funding for the National Institutes of Health and Health Resources and Services Administration workforce programs and provisions that will expand funding for Medicare-supported graduate medical education, among other priorities.

Learning Opportunities

[**AAMC FRAHME webinar explores medicine during the holocaust**](#)

The AAMC will host a webinar on Jan. 26 on 12-1:30 p.m. ET, “[Medicine During the Holocaust and Its Contemporary Relevance: Perspectives from Health Professions Students](#),” as part of its [Fundamental Role of the Arts and Humanities in Medical Education \(FRAHME\) Initiative](#). Featuring presentations by Hedy S. Wald, PhD, Alpert Medical School of Brown University, and Sabine Hildebrandt, MD, Harvard Medical School, the presentation will be followed by a panel discussion with health professions learners from four countries. David J. Skorton, MD, AAMC president and CEO, will provide opening remarks. This webinar will provide an opportunity to use the humanities – specifically the study of history – for critical reflection on the role of medicine in the Holocaust and its relationship to issues of diversity, equity, and inclusion in contemporary times.

[**AAMC GFA Webinar - Faculty Career Lifecycle: Promising Practices for Onboarding**](#)

February 1, 2023

12:00 pm (ET)

This webinar will provide practical information and ‘promising practices’ to enhance and improve the faculty onboarding process. Faculty affairs panelists, representing different institutions, will discuss their individual institutional approach to onboarding new faculty.

[GFP Webinar: Hiring, Supporting and Incentivizing Department Chiefs in Today's](#)

[Dynamic Environment](#)

February 15, 2023

2:30 pm (ET)

The threat of ransomware attacks to health systems and hospitals has been increasing in past years. During this session, John Riggi, who has extensive experience at the FBI and CIA in the investigation and disruption of cyber and national security threats, will provide an international perspective on this ongoing issue and discuss how the current situation in Ukraine & Russia has elevated cyber-risk in the United States.

[Registration is now open for the Restorative Justice in Academic Medicine \(RJAM\)](#)

[Facilitator Training](#)

This in-person program welcomes faculty and staff from medical schools, teaching hospitals, and allied health professionals who would like to learn a relational framework that can help them navigate difficult issues (e.g., academic integrity, campus climate, Title IX, DEI, misconduct). They will also learn how to respond to instances of individual or communal harm in ways that support active accountability, deeper understanding, shared decision making, and the prevention of future harms. Additionally, this workshop will help practitioners develop the skills to create more supportive, inclusive, and resilient learning communities while fostering a sense of belonging for all stakeholders. The training is scheduled for February 22 – 24, 2023 at AAMC Headquarters in Washington, DC.

[Register Today: Leading Information Technology in Academic Medicine](#)



March 7-9, 2023

AAMC Headquarters

Washington, DC

[**Register Now**](#)

The [AAMC Leading Information Technology in Academic Medicine seminar](#) equips leaders in IT, informatics, data analytics, security administration, business intelligence, and instructional and

educational design leaders with essential leadership skills and core knowledge of academic medicine's mission areas and culture that will allow for greater success in your role.

Each day's highly interactive sessions focus on a different area:

- Day One: Leadership and Strategy – Discover how you can work more effectively with your leadership and different personality types, and develop a strategic plan
- Day Two: Change Management and Advocacy – Explore new ways to implement change while integrating diversity and inclusion to promote excellence
- Day Three: Communication and Influence – Learn how to establish and execute a strategy and vision, delve into new ways to work with teams, give and receive feedback, lead through influence, and establish your personal brand

View the [Program Map](#) to learn more.

If you haven't registered yet, there's still time, but act now to take advantage of the early bird registration rate available through Jan. 30. Not the right fit for this program but know a colleague who would benefit from participating? Forward this email and encourage them to register today! We look forward to welcoming you to Washington, DC.

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

May 31-June 2, 2023

Hilton Denver City Center

Denver, CO

Registration information available in early 2023



[Leadership plenary addresses from Learn Serve Lead 2022: The AAMC Annual Meeting](#)

Transcripts of the leadership plenary addresses that were delivered during [Learn Serve Lead 2022](#) by AAMC Board Chair Kirk A. Calhoun, MD, and AAMC President and CEO David J. Skorton, MD, have been published. While lauding academic medicine's extraordinary response to the COVID-19 pandemic, Skorton identifies four problems that still plague the nation's health care system but are within the power of academic medicine to address. During the chair's address, Calhoun spoke about the goal of having medical school graduates reflect our communities as an important component of the AAMC strategic plan. Read More: [Address from Kirk A. Calhoun, MD](#)

Read More: [Address from David J. Skorton, MD](#)

Publications & Resources

New AAMC data show diversity increases at medical schools in 2022

The number of Black, Hispanic, and women applicants and enrollees continued to increase at U.S. medical schools in the 2022-23 academic year, according to data released by the AAMC. This year, the number of medical school applicants returned to pre-pandemic levels, after the 2021-2022 academic year data revealed a record-setting and atypical 18% increase of medical school applicants during the early months of the COVID-19 pandemic. Due to this unprecedented increase during the onset of the public health crisis, the AAMC compared data from the 2022-23 academic year with the 2020-21 academic year for this annual data release. Using this comparison, the data shows that total enrollment grew by 3%. Specifically, the number of students applying to medical school increased by 4% from 2020-21 to 2022-23, and the number of first-year enrollees (matriculants) was up 2% from 2020-21.

[Read More: Press Release](#)

[Read More: AAMCNews](#)

Recommended Reading

[Power Reimagined: Advancing Women into Emerging Leadership Positions](#)

Leadership roles in academic medicine are evolving. In this commentary, the authors discuss the current gender imbalance in traditional and emerging leadership roles and offer recommendations for preparing and advancing women into new roles.

Linda H. Chaudron, MD, MS, Toi B. Harris, MD, Archana Chatterjee, MD, PhD, and Diana M. Lautenberger, MA

[**AAMCNews: Anthony Fauci, MD, on fighting misinformation, inspiring the next generation, and why we still need physician-scientists**](#)

As “America’s doctor” steps down from his long tenure in public service, he reflects on the challenges but also the “satisfaction and gratification” of helping protect and preserve the health of the American people.

Welcome New Members

December 1 - December 31, 2022

- *Megan Fulton*
Washington State University Elson S. Floyd College of Medicine
- *Sheryl Ho*
Charles R. Drew University of Medicine and Science College of Medicine
- *Jake Le*
Charles R. Drew University of Medicine and Science College of Medicine
- *Brian Midkiff*
University of Arkansas for Medical Sciences College of Medicine
- *Jennie Staples*
Harvard Medical School
- *Katie Thornsvard*
Duke University School of Medicine
- *Sarah Wilson*
Spencer Fox Eccles School of Medicine at the University of Utah