

Group on Institutional Planning GIP Monthly Planner



September 2023

The primary mission of the AAMC's Group on Institutional Planning (GIP) is to advance the discipline of planning in academic medicine by enhancing the skills and knowledge of professional planners; to promote the value of planning; and to connect people, resources, and ideas.

GIP News and Business

Call for Proposals Now Open! GBA / GIP 2024 Joint Spring Meeting



GBA / GIP 2024 Joint Spring Meeting

Boston Park Plaza, Boston, MA

April 17 - April 19, 2024

Preparing for the Future of Academic Medicine

Submit Your Proposal Today!

Your knowledge and experience are essential in helping academic medicine address today's challenges and prepare for tomorrow. Submit a proposal now for the Group on

Business Affairs (GBA) and Group on Institutional Planning (GIP) 2024 Joint Spring Meeting, April 17-19 in Boston.

Don't miss this opportunity to share your successes, lessons learned, promising practices, collaborations, and innovations on community-wide issues. By presenting at April's in-person meeting, you have the unique opportunity to build your professional network, learn, reflect, and engage with your colleagues. Only you can help shape the conference content!

The deadline to submit proposals is October 19th at 11:59 pm PST.

[Learn More & Submit a Proposal](#)

We look forward to seeing you in April! Questions? [Contact gip@aamc.org](mailto:gip@aamc.org).

GBA/GIP Virtual Programming: Onboarding Webinar

Friday, September 29, 2023

1:00–2:00 p.m. (ET)

REGISTER NOW

This two-part, 60-minute webinar was originally presented as a session at the GBA/GIP 2023 Joint Spring Meeting in April. Because of its popularity and timely focus, it was chosen to be put forth as part this year's GBA/GIP Virtual Programming that the Groups co-host throughout the year. Below are descriptions of the two presentations participants will experience, as well as time for Q&A.

A Thoughtful Approach to Recruiting and Onboarding Department Administrators

Department administrators are key members of the academic medical center leadership team, and it is important to employ a strategic, inclusive process to recruit the best talent to these positions. Once individuals are hired into these roles, it is equally important to implement a coordinated onboarding experience for these team members to enable their success and promote retention. At The Ohio State University College of Medicine, we developed and implemented an inclusive recruitment process for these positions, capitalizing on the partnership between the department and the Dean's office. We also launched a robust onboarding program for these new hires that provides support throughout the first year of their employment. This presentation serves to provide an overview of our journey.

An Onboarding Program with the Employee as the Heart of the Department The University of Alabama at Birmingham (UAB) Department of Medicine (DOM) created and implemented an employee onboarding program. This new program allowed the DOM to shift the focus for new employees from orientation, a one-time, task-focused event, to "onboarding", a process strategic in nature, relationship-based with a focus on ongoing professional development. Over the past four years we have continued to refine our process and expand to provide new resources. This presentation will share lessons

learned, our homegrown onboarding database, and our partnerships with others outside UAB to provide a successful onboarding experience.

AAMC Webinar: Project Management: From Chaos to 30,000+ Strategically Managed Tasks a Month

Wednesday, October 11, 2023

12:00-1:00 p.m. ET

REGISTER NOW

After five years of hard work, the Elson S. Floyd College of Medicine graduated its first class. The Office of Technology had overcome the chaos and challenges of starting a new school with an all-digital curriculum and a custom learning and management system, and we were struggling under the weight of too many projects and no way to organize or manage them. Enter the project and work management tool, Asana. The project management tool Asana helped us channel the chaos and creativity of a start-up college into a project management powerhouse that manages over 47,000 tasks a month. Customized and focused coaching led to 145 members and 44 teams adopting Asana at the College of Medicine over the last 12 months and the establishment of the new Office of Strategic Management that provides a sustained focus on strategic planning and project management.

AAMC News

Heather Pierce, JD, MPH, named acting AAMC chief scientific officer

On Aug. 28, AAMC President and CEO David J. Skorton, MD, announced that Heather Pierce, JD, MPH, will become acting chief scientific officer effective Nov. 2 when Ross McKinney Jr., MD, retires. In this role, Pierce will be responsible for all activities of the Scientific Affairs cluster, which provides analysis and support for the full spectrum of medical research at AAMC-member institutions, including basic, preclinical, clinical, translational, community-based, and population health research. This includes providing primary support for the activities of the Council of Faculty and Academic Societies (CFAS), the Group on Research and Development (GRAND), the Group on Research Education and Training (GREAT), and the Forum on Conflict of Interest (FOCI). The AAMC will conduct a national search for its next chief scientific officer and will consider a diverse slate of candidates for this important role.

Join the AAMC for the Rally for Medical Research

The AAMC is a sponsor of the 11th annual Rally for Medical Research on Thursday, Sept. 14 on Capitol Hill. The event brings together a broad coalition of organizations and advocates to highlight the need for sustained, predictable funding growth for the National Institutes of Health. The AAMC encourages its constituents to participate either in person or virtually to underscore for lawmakers the crucial need for increased funding for medical

research. Follow the AAMC on Twitter ([@AAMCToday](#)) and consider sharing or retweeting our content from your institution's social media channels.

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AAMCNews: The fallout of Dobbs on the field of OB-GYN

The field of obstetrics-gynecology was already experiencing worrisome shortages, tough hours, and high rates of burnout. And then the Dobbs decision hit.

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AAMCNews: As climate change fuels more extreme weather, clinics for the underinsured are at the frontlines of the health care response

Harvard researchers have collaborated to create evidence-based resources to help frontline clinics prepare for extreme weather.

[Read More](#)

AAMCNews: The deadly legacy of redlining — and a mission to reverse it

For decades, redlining — the widespread denial of home loans in majority Black neighborhoods — undermined the health and well-being of entire communities. Now, a medical school course about the practice aims to open eyes and address deep disparities.

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Learning Opportunities

Children's Health in Focus: Boosting Vaccine Confidence and Access

In partnership with the AAMC, the [Children's Health Fund](#) (CHF) is increasing education and access to COVID-19 and routine pediatric vaccines in under-resourced communities. On Sept. 20 from 2-2:45 p.m. ET, CHJ will host a virtual conversation about building vaccine confidence and access through mobile health outreach. Academic clinical leaders from CHF national network partner programs in Dallas, South Florida, and Phoenix will share on-the-ground insights into their successful vaccine programming including key challenges, outreach strategies, and best practices. Attendees will have an opportunity to ask questions and share experiences among other child health professionals. *This briefing is funded by a cooperative agreement (FAIN: NU50CK000586) from the Centers for Disease Control and Prevention (CDC) to the Association of American Medical Colleges. The information included does not necessarily represent the policy of CDC or the Department of Health and Human Services and should not be considered an endorsement by the federal government.*

[Register Now](#)

Join AAMC community conversations about AI and medical education

The AAMC will host a series of virtual community conversations about artificial intelligence

(AI) as a rapidly evolving tool and technology and that the academic medicine community continues to consider. Participants will have 30 minutes to discuss topics in breakout rooms and will be able to move from room to room, followed by a wrap up discussion for continued sharing. Some topics for discussion include AI policy, using AI in teaching, using AI in curriculum mapping, learner use of AI, ethics, challenges, and opportunities. There are three upcoming sessions – attendees are encouraged to sign up for the one that best fits their schedule.

[Sept. 26: 2-3 p.m. ET](#)

[Oct. 24: 2-3 p.m. ET](#)

[Dec. 12: 2-3 p.m. ET](#)

If you don't have an AAMC Virtual Communities account, [please request one here](#).

Register now for MedBiquitous® 2023

Registration is now open for MedBiquitous® 2023, an in-person meeting held in Washington, D.C., on Oct. 17-18 for health professions educators and technology innovators, which will provide attendees opportunities to network and problem-solve with peers and colleagues on data, technology, case studies, and cutting-edge research. This comprehensive program offers panel discussions, roundtables, workshops, digital demonstrations, and discussions on how to use data and enable resource sharing across health professions organizations. Registration rates are discounted through Sept. 9.

[Read More](#)

Register now for AAMC Awards Recognition Event

Join AAMC friends and colleagues on Oct. 25 from 4-5:15 p.m. ET for a virtual celebration to recognize the recipients of the 2023 AAMC Awards. Each of the 13 honored individuals and institutions is making significant advances in medical education, patient care, community engagement, and groundbreaking research. There is no fee for this event, but registration is required.

[Register Now](#)

**Register now for Learn Serve Lead 2023:
The AAMC Annual Meeting**



Registration is open for Learn Serve Lead 2023: The AAMC Annual Meeting, taking place in Seattle Nov. 3-7. This annual event draws thousands of attendees from across the academic medicine community to connect with thought leaders, spark conversation on critical issues impacting medical education and patient care, and encourage collaborations that influence the future of health. Register early to save on access to all programming, including plenary sessions, Voices of Medicine and Society Series lectures, and more than 130 breakout sessions.

REGISTER NOW

Possible Sessions of Interest for GIP Members

Publications & Resources

Updated resources following SCOTUS decision on race-conscious admissions

The AAMC continues to develop and update resources for constituents at its member institutions following the June decision by the Supreme Court of the United States (SCOTUS) in two cases seeking to end the limited consideration of race or ethnicity in college admissions. An updated set of [frequently asked questions](#) developed by the AAMC further explores the impact of the decision and what it means for medical education. Additionally, the U.S. Departments of Education and Justice jointly released resources to help colleges and universities understand and comply with the U.S. Supreme Court's decision in the cases, including a [Dear Colleague letter](#) and a [Q&A resource document](#).
[Read More](#)

New AAMC study highlights efforts by hospitals to address patients'

social needs

A new study authored by the AAMC and published in *JAMA Network Open* highlights the work that hospitals have undertaken to address patients' health-related social needs. The findings show that food insecurity, transportation, and interpersonal violence were the nonmedical needs most often screened and addressed. Institutions including teaching hospitals, nonprofit hospitals, and hospitals participating in value-based care reported a wide range of external partnerships to address these needs, including social services and local organizations.

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New AAMC report assesses the state of digital health equity

A new AAMC report presents an assessment of the landscape of digital health equity practices at academic medical centers. Based on the results of interviews with 12 AAMC-member institutions, *Digital Health Equity: Current Practices and Approaches of Academic Medical Centers* outlines current and future strategies and emerging best practices. The report also examines various definitions of digital health equity, the role of data, digital health, and more. It also identifies key activities that institutions are taking to promote digital health equity.

[Read More](#)

Resources for nonpartisan voter registration at health care institutions

The AAMC has developed a [fact sheet](#) in collaboration with Vot-ER, a nonpartisan organization that works to integrate voter education and registration into health care settings. During Civic Health Month in August, medical schools and teaching hospitals are invited to participate in Vot-ER's 2023 Healthy Democracy Campaign, which brings together schools and students across the country to increase civic engagement and voter access. Last year, health professions students across the country helped more than 8,000 fellow students, colleagues, and community members get ready to vote.

[Read More](#)

A Chief Health Security Officer for Every Academic Health Center: Improving Readiness, Response, Recovery, and Resilience

Academic health centers require expertise to ensure readiness for health security events (including cyberattacks, natural disasters, and pandemics) and the ability to respond and recover from them. The authors propose the role of chief health security officer.

Lauren A. Maggio, PhD, Carrie L. Byington, MD, Eric S. Toner, MD, and Steven L. Kanter, MD

[Read More](#)

Reasons for Optimism About Academic Medicine's Actions Against Climate Change

In this commentary, the authors describe 3 reasons they are optimistic that academic medicine will continue to act against climate change.

William T. Mallon, EdD, Deborah Deas, MD, MPH, and Michael L. Good, MD

[Read More](#)

Academic Medicine publishes new collection on artificial intelligence

Recent advances in artificial intelligence tools have been making headlines as these tools become more accessible, and *Academic Medicine* has published a new collection of free articles on this evolving topic. The resources are intended to support the academic medicine community in better understanding how to handle the use of these tools, including natural language processing and machine learning models, in everything from the admissions process to conducting and publishing research.

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July Policy and Regulatory Roundup

The [Policy and Regulatory Roundup](#) features a brief overview of our latest work from the previous month and includes staff contact information if you have questions or comments. For more policy and regulatory updates please [visit this page](#).

Recommended Reading & Listening

New episode of ‘Beyond the White Coat’ podcast explores race-conscious admissions

In the fourth season opener of the AAMC “Beyond the White Coat” podcast, AAMC President and CEO David J. Skorton, MD, explores the principles, debates, and implications surrounding the use of race as a factor in college admissions. He is joined by guests Mark Henderson, MD, associate dean for admissions at the University of California, Davis, School of Medicine, and Heather Alarcon, AAMC senior director of legal services. The conversation delves into the legal aftermath of the recent Supreme Court decisions, the use of race as a factor in college and graduate school admissions, and how the ruling will affect creating more equitable and diverse medical school student bodies. The episode is available wherever podcasts are streaming and can also be viewed on YouTube.

[Listen Now](#)

In an environment of economic uncertainty, fundraising for academic medicine increased

Despite a national environment of economic uncertainty, average fundraising for academic medicine increased more than three percent last year, according to a [new AAMC report](#). Data from gift year 2021-2022 show that philanthropic support for institutions that responded to the survey averaged \$87.9 million per institution—a 3.1 percent increase from the year before. This exceeds the 2019 (pre-pandemic) average of \$86.1 million per

institution. A [data infographic](#) further highlights the findings. These figures are not adjusted for inflation and represent unadjusted data from each year's survey. An increase in average philanthropic support was seen for medical schools in particular. Support for teaching hospitals and joint programs, on average, decreased slightly over the prior year. In a reversal of recent trends, average fundraising at public institutions increased for the first time in three years, while private institutions saw a decrease. Despite tumultuous stock prices, surging inflation, and the threat of recession, donors continued to support the essential missions and operations of academic medicine. Participating institutions have access to a reporting tool with detailed aggregated data and institution-specific benchmarking reports.

[Read More](#)

Commentary: How academic medicine can take action to address climate change

A new commentary explores how the mission of academic medicine to improve the health of people and communities is inherently aligned with climate action. Published in *Academic Medicine*, the commentary is co-authored by William Mallon, EdD, AAMC senior director of strategy and innovation development; Deborah Deas, MD, MPH, vice chancellor for health sciences and the Mark and Pam Rubin Dean at the University of California, Riverside, School of Medicine; and Michael Good, MD, CEO and senior vice president for health sciences at University of Utah Health. The authors call on faculty, staff, learners, and leaders at medical schools and academic health centers to weave climate solutions into education, patient care, research, community collaborations, operations, and supply chain and facility management; integrate climate actions into strategic thinking, planning, and doing; address health inequities and climate injustice; and leverage their trusted voices to press for climate action and climate justice in the health sector and in society.

[Read More](#)

AAMCNews: How AI is helping doctors communicate with patients

Hospitals are using chatbots to monitor patient health at home and to reply to patient messages. Do the benefits outweigh the risks?

[Read More](#)

VaccineVoices: Continuing to Build Vaccine Confidence: Albert Einstein College of Medicine

Albert Einstein College of Medicine in New York City partners with community organizations to produce vaccine education materials and host community events.

[View Video](#)

Welcome New Members

(August 2023)

Tonya Augustine
University of Louisville School of Medicine

Jeffrey Bumpous
University of Louisville School of Medicine

Carl Cowan
Harvard Medical School

Glenn Gittings
University of Louisville School of Medicine

Christy McElfresh
University of Louisville School of Medicine

Elizabeth Rivera-Mateo
Ponce Health Sciences University School of Medicine

This email was sent by: **Association of American Medical Colleges**
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