

September 2023

## GBA News and Business

### Last Call, Register Now! Principal Business Officers' Meeting



### Principal Business Officers' Meeting

September 20-21, 2023  
The Westin Bayshore, Vancouver  
Vancouver, British Columbia, Canada

**REGISTER NOW**

Passports are required for international travel to Canada.

Register now for the upcoming [Principal Business Officers' Meeting](#)! This year, the overarching themes of the meeting are funds flow, compensation, and the financial sustainability of academic medicine institutions and medical schools. Connect with your peers and share ideas during this highly interactive and collaborative event. Invitations to the meeting are extended to the Principal Business Officer (PBO) at each medical school, and to promote the professional development of staff, PBOs are encouraged to bring one colleague to attend the meeting with the PBO. Participation is limited to two attendees – the PBO and one colleague – per school.

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## 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**

[Submit Your Proposal Today!](#)

The [call for proposals](#) is now open for our 2024 joint spring meeting in Boston! The meeting will connect finance, administration, human resources, strategic planning, and space & facilities leaders to share knowledge and examine approaches and insights related to the evolving future of academic medicine. Don't miss the opportunity to present at this meeting, as well as connect with colleagues, learn new strategies, and discuss timely issues.

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## **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.

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## **GBA Moderated Call: Brief Presentations on Tools for Tracking cFTE**

Monday, October 2, 2023

4:00–5:00 p.m. (ET)

**REGISTER HERE**

This moderated call, hosted by the Group on Business Affairs (GBA), will feature five brief presentations from different institutions showing what they use as tools for tracking cFTE at their medical schools. The idea for this call came from a GBA Listserv message that

generated a lot of interest and had GBA members asking for more information and a forum to discuss and explore this topic in greater depth. Come join this call to learn from your peers about what they are doing at their schools, and at the conclusion of the presentations, there will be time for Q&A.

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### **GBA Workshop: Optimal Networking**

Thursday, October 26, 2023

3:00–4:00 p.m. (ET)

**REGISTER TODAY**

In this interactive 60-minute workshop, participants will gain the skills required for optimal networking through receiving guidance, learning best practices, and getting the opportunity to actively practice their new skills. The first part of the workshop will include a presentation on networking best practices. Following the formal presentation, participants will go into breakout rooms to meet colleagues across the country and practice what they have learned to effectively network. This webinar is a great opportunity to not only learn networking skills, but also connect with colleagues from other schools. Participants will leave feeling confident in their ability to get the most out of engagement opportunities as they present themselves.

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



Registration is now 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. Early bird registration rates end Aug. 29.

**REGISTER NOW**

## **Possible sessions of interest to GBA members**

### **GBA Data of Interest - Survey on Medical School Deans' Compensation**

The annual Survey on Medical School Deans' Compensation is scheduled to be sent to deans at U.S, MD-granting medical schools on September 14, 2023. The survey collects compensation, responsibility, gender, and race/ethnicity information on these medical school deans. We hope your medical school will consider participating in this valuable survey since the data contribute to equity analyses and benchmarking activities. The full report will be released to participating and new medical school deans at the end of March 2024. In addition, Tables 1, 1a, and 1b of the AAMC Report on the Compensation of Medical School Deans, which contains compensation data for deans at all medical schools, deans at all medical schools by gender, and deans at all medical schools by race/ethnicity, will be posted to the public website. The most recent report [can be found here](#). For questions, please email the survey team at [dcsc@aamc.org](mailto:dcsc@aamc.org).

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### **GBA Data of Interest - Retention Reports**

There are national and institution-level faculty retention reports in [FAMOUS](#) under Reports>National Reports, Reports>Benchmarking Reports, and Reports>Institution Reports. These retention reports allow you to determine how many individuals from a cohort are retained as of a particular date or after a particular number of years. You can specify a cohort in a number of ways, such as by department, degree, rank, tenure status, appointment start date, gender, and race/ethnicity. While there is also an option to specify nature of appointment, we recommend that you run these reports for full-time faculty only; the Faculty Roster does not have comprehensive information on part-time, volunteer, or emeritus faculty.

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### **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 August 2023. It's not too late to reply to any of the postings.

#### **GBA:**

Topics: Preparing for LCME Visit – External Consulting Support?

To access the archives: [lists.aamc.org/read/?forum=gba](https://lists.aamc.org/read/?forum=gba)

To post a question: [gba@lists.aamc.org](mailto:gba@lists.aamc.org)

#### **GBA HR:**

Topics: Notes and Action Items: GBA HR Interest Group Quarterly Call – 6.14.23;

Department Chair Goals and Incentives

To access the archives: [lists.aamc.org/read/?forum=gbahr](https://lists.aamc.org/read/?forum=gbahr)

To post a question: [gbahr@lists.aamc.org](mailto:gbahr@lists.aamc.org)

*Department Administrator:*

Topic: GBA Department Administrator Call - Collaborating on Sessions at the 2024 GBA/GIP Conference

To access the archives: [lists.aamc.org/read/?forum=gbada](https://lists.aamc.org/read/?forum=gbada)

To post a question: [gbada@lists.aamc.org](mailto:gbada@lists.aamc.org)

*PBO:*

To access the archives: [lists.aamc.org/read/?forum=pbo](https://lists.aamc.org/read/?forum=pbo)

To post a question: [pbo@lists.aamc.org](mailto:pbo@lists.aamc.org)

## Learning Opportunities

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### **GRAND/GIP Joint Webinar on Emergency Preparedness in the Research Enterprise at Academic Medical Centers (AMCs)**

Friday, September 8, 2023

2:00-3:15 pm ET

**REGISTER NOW**

The Group on Research Advancement and Development (GRAND) and the Group on Institutional Planning (GIP) recognizes the importance of emergency preparedness, especially for the research enterprise. The focus of this webinar will be to discuss the importance of integrating the research enterprise into the institution's overall emergency preparedness plan. Attendees will hear from three AMCs on to how plan for and deal with major disruptions, such as power outages, and natural disasters. This webinar is sponsored by GRAND and GIP, and open to all AAMC constituents (employees of AAMC member institutions) who are interested in attending.

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### **Now Accepting Poster Submissions!**

The AAMC's Group on Women in Medicine and Science (GWIMS) in collaboration with the Council of Deans (COD), Council of Faculty and Academic Societies (CFAS), and Group on Faculty Affairs (GFA) invites you to submit a poster for presentation at our joint reception November 4, from 6:30-8:30 pm at Learn Serve Lead 2023: The AAMC Annual Meeting in Seattle, Washington.

**SUBMIT TODAY**

Submissions that highlight initiatives, programs, or interventions in academic medicine and science that align with the theme "Advancing Women in Medicine and Science" are

highly encouraged.

[Download this file](#) to prepare your submission ahead of time, then submit an abstract to showcase your innovative works! The call for submissions will close on September 10, 11:59 PM PST.

**Questions?** Contact us at [gwims@aamc.org](mailto:gwims@aamc.org)

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## Register for third webinar in AAMC series on impact of Dobbs decision on reproductive health

Registration has opened for the third webinar in the AAMC's [webinar series on reproductive health](#), focused on *Advocacy and Activism in Academic Medicine for Reproductive Health Post-Dobbs*. Taking place on Sept. 11 at 10:45am ET, this webinar will provide advocacy strategies to equip physician leaders to be at the forefront of reproductive justice and rights. It will also highlight the activities of the AAMC Group on Women in Medicine and Science/Medical Education Senior Leaders Women's Reproductive Health Task Force as a promising advocacy model of collaboration other institutions and organizations can employ. [Register Now](#)

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## AAMC Webinar: Addressing LGBTQIA+ Health in Academic Medicine

Register Today

**What:** Addressing LGBTQIA+ Health in Academic Medicine

**When:** September 12 @ 12:00 to 1:00 p.m. ET.

**Cost:** This webinar is free to attend. Registration is required.

The current legislative environment is challenging to the LGBTQIA+ community. Over the past five years, anti-LGBTQIA+ legislation has been attempted at local, state and national levels.

During this webinar, Drs. Eckstrand and Potter will discuss the impact of this discriminatory legislation on the health and safety of LGBTQ+ individuals and communities. These experts will then provide an analysis of the opportunities and strategies academic medicine can utilize to oppose harmful legislation and continue to be a national leader in advancing LGBTQ+ health equity.

Learning Objectives:

- Describe the dramatic upward trend in anti-LGBTQIA+ legislation during the past 5 years.
- Discuss the impact of anti-LGBTQIA+ legislation on the health and safety of LGBTQ+ people
- Analyze opportunities for academic medicine to continue to serve as a national leader in advancing methodologies to describe and respond to the needs of

LGBTQIA+ communities and disseminating evidence-based scientific information to the general public.

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## **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 Here](#)

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.

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## **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](#)

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## **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](#)



# Publications & Resources

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## 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](#)

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## 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](#)

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## 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. [Read More](#)

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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](#)

## **Recommended Reading**

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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. [Read More](#)

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### **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](#)

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### **AAMCNews: Hospitals are noisy. They don't have to be**

Excessive noise levels throughout the hospital can harm the physical and mental well-being of staff and patients. Here's how to reduce the racket. [Read More](#)

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### **The Culture and Justice Quorum at University of California, San Diego: A Departmental Approach to Dismantling Structural Racism**

Ha, Diana; Ghebrendrias, Selam; Meadows, Audra; LaCoursiere, Daphne Yvette; Lewis, Amanda; Lawson, Mark; Morales, Michael; Gyamfi-Bannerman, Cynthia; Brubaker, Linda *Academic Medicine*. 98(8):906-911, August 2023.

[Read More](#)

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### **How Male Allies Can Support the Advancement of Women in Academic Medicine**

Sinha, Michael S.; Dzara, Kristina; Mueller, Stephanie K. *Academic Medicine*. 98(8):969, August 2023.

[Read More](#)

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### **Academic Medicine Releases a New Collection on Artificial Intelligence**

*Recent advances in artificial intelligence tools have been making headlines as these tools become more accessible. Academic medicine is grappling with 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. Academic Medicine has a new collection of free articles on this evolving topic. [Read More](#)

## Welcome New Members

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**(August 1, 2023 to August 31, 2023)**

*Robert Blair*

*Lewis Katz School of Medicine at Temple University*

*Paul Bristol*

*Case Western Reserve University School of Medicine*

*Allison Castiblanco*

*University of Florida College of Medicine*

*Andrew DeSanto*

*Lewis Katz School of Medicine at Temple University*

*Elizabeth Fehsenfeld*

*Case Western Reserve University School of Medicine*

*James Harrelson*

*Medical University of South Carolina College of Medicine*

*Khrystin Harshaw*

*Medical University of South Carolina College of Medicine*

*Christopher Hundley*

*University of Florida College of Medicine*

*Margaret Hunton*

*Geisel School of Medicine at Dartmouth*

*Kendra Kirk*

*Lewis Katz School of Medicine at Temple University*

*Caroline Ledford*

*Medical University of South Carolina College of Medicine*

*Patrick Manalastas*

*University of California, Irvine, School of Medicine*

*Jenni Mandala*

*University of Kansas School of Medicine*

*Juan Parada*

*University of Florida College of Medicine*

*Richard Parella*

*University of Virginia School of Medicine*

*Sarah Rainwater*

*Ohio State University College of Medicine*

*Alejandro Ramirez*  
*Ponce Health Sciences University School of Medicine*

*Carl Smith*  
*University of California, Irvine, School of Medicine*

*Anthony Tomczyk*  
*Oakland University William Beaumont School of Medicine*

*Eliora Vereen*  
*Medical University of South Carolina College of Medicine*

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