

May 2024

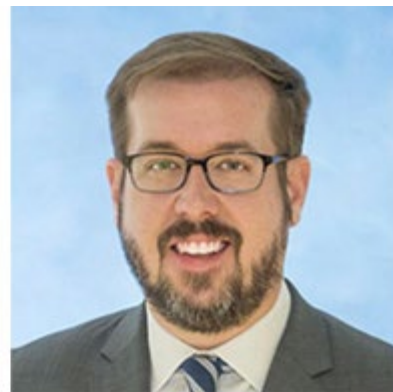
GBA News and Business

Welcome and Congratulations to our new GBA Steering Committee:

GBA Officers



National Chair:
Cynthia Best, MBA,
Vice Dean for Finance
and Administration,
University of Utah
School of Medicine



National Chair Elect:
Matthew Comstock, MBA, MHSA,
Chief Operating Officer,
University of Michigan
Medical School

Incoming GBA Steering Committee Members



PBO-at-Large (2024-2026):
Heather Campbell, MHS
Vice Dean for finance and
administration and
Chief Operating Officer,
Northwestern University
Feinberg School of Medicine



Member-at-Large (2024-2026):
Beth Boatwright, CPA,
Chief Financial Officer,
Emory University
School of Medicine



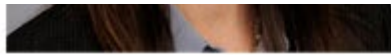
**Data and Benchmarking
Committee Chair:**
Richard Nuttall, MBA,
Vice Dean for Finance
and Administration,
University of Texas
Health Science Center at
San Antonio
Joe R. and Teresa Lozano Long
School of Medicine



**Department Administrator
Interest Group Chair:**
Susan M. Marx, MBA, PMP,
Vice Chair,
Finance and Administration -
Department of Surgery,
University of Washington
School of Medicine

Thank you to our outgoing Steering Committee members





Immediate Past Chair
Heather Hamby, MPH
 Executive Associate Dean
 Emory University
 School of Medicine
 Chief Business Officer
 Emory University
 School of Medicine &
 Emory Physician Group Practice
 Associate Vice President
 for Health Center Integration
 Emory University Woodruff Health
 Sciences Center



PBO-at-Large (2022-2024)
Roxanne Allison
 Associate Chief
 Financial Officer
 University of Kentucky
 College of Medicine



Member-at-Large (2022-2024)
Allison Holt
 Associate Dean for
 Finance & Administration
 University of Virginia
 School of Medicine



**Data and Benchmarking
 Committee Chair**
Padraic Reynolds, MPH
 Associate Dean for
 Academic Administration
 School of Medicine,
 New York Medical College



**Department Administrator Interest
 Group Representative**
Brian David, MBA
 Vice Chair for Clinical Integration & Administration
 Samuel Bronfman Department of Medicine
 Icahn School of Medicine at Mount Sinai
 Mount Sinai Health System

GBA / GIP 2024 Joint Spring Meeting

It was wonderful to see so many GBA members at the recent GBA/GIP 2024 Joint Spring Meeting in Boston! We had record attendance at our conference this year. We hope you learned from your colleagues and forged new connections through the many networking opportunities. We would like to extend a special thank you to Harvard Medical School for the wonderful tour of their facilities.



Save the Date: GBA/GIP 2025 Joint Spring Meeting!

Hyatt Regency - Phoenix, Arizona

April 23-25, 2025

Call for proposals to open late summer 2024.



Save the Date - GBA Principal Business Officers' Meeting

September 18-20, 2024

Montreal, Canada

***Registration to open in summer 2024**

GBAnalytic #16: Funds Flow and Faculty Compensation

GBAnalytic #16 was developed by the Group on Business Affairs Data and Benchmarking Committee. The survey was sent to Principal Business Officers on February 14th, 2024, and closed on March 7th, 2024. There were 51 complete, unique, and identifiable responses to the survey.

You can [access the summary here](#).

PBO/Basic Science Department Administrator Moderated Call

On Monday, April 1, 2024, the GBA Department Administrator interest Group sponsored a call that featured two schools - *Spencer Fox Eccles School of Medicine at the University of Utah* and *Columbia University Vagelos College of Physicians and Surgeons* - with the PBO and a Basic Science Department Administrator from each school discussing their experiences, approaches, and insights on a variety of topics. You can access the recording here: [GBA Department Administrators Interest Group Moderated Call: PBO and Basic Science Administrator Collaboration on Vimeo](#)

Data of Interest to GBA Members: Faculty Salary Equity Tool

The Faculty Salary Equity Tool (FSET) is a downloadable tool that allows users to compare total compensation statistics for men and women faculty members across race/ethnicity, degrees, ranks, and department/specialties at your medical school and at medical school cohorts, including public, private, and all medical schools. Including five years of AAMC Faculty Salary Survey data, the FSET provides a broad overview of compensation trends at U.S. medical schools, broken out by gender and race/ethnicity. This tool is a companion resource to the [Exploring Faculty Salary Equity at U.S. Medical Schools by Gender and Race/Ethnicity and Promising Practices for Understanding and Addressing Faculty Salary Equity](#) publications and related toolkit. The FSET is available to medical school deans, Principal Business Officers, and their Report Institutional User designees on the AAMC Faculty Salary Reports website. If you are interested in access, you can contact your medical school's dean or Principal Business Officer (their permission is needed because the report contains confidential school-level compensation information). To access the FSET, users can log in with their AAMC username and password at mda.aamc.org/mda-fssr/. After logging in, the 2024 AAMC Faculty Salary Equity Tool (FSET) is available for download in the FY 2023 fiscal year of the Faculty Salary Equity Tool (FSET) page. The FSET is released annually in March.

GBA Listserv Archives

The GBA listservs are a great way to connect with colleagues across the country about topics of interest. Below are the topics of the listserv postings in April, as well as information about how to post to the listservs and access the listserv archives.

GBA:

Topics: Policies around over-the-cap salaries; Hours for Emergency Medicine Physicians

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

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

GBA HR:

To access the archives: 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 joins amicus brief opposing Montana ban on gender-affirming care

The AAMC joined the American Academy of Pediatrics and more than 20 other health

organizations [in an appellate amicus brief](#) focused on ensuring that all adolescents, including those with gender dysphoria, receive the optimal medical and mental health care they need. The brief urges the court to affirm the lower court's preliminary injunction in a case that involves S.B. 99, a law that effectively bans health care providers from providing patients under 18 with medically necessary treatments for gender dysphoria. The law defines the provision of such care as professional misconduct, prohibits the use of public funds for such treatments, and subjects health care providers to at least a one year suspension and to private actions for damages. The brief details the professionally accepted medical guidelines for treating adolescents with gender dysphoria, the scientifically rigorous process by which the guidelines were developed, and the evidence that gender-affirming care is effective and saves lives. [Read More](#)

Learning Opportunities

**It's not too late to register for the 2024 IT in Academic Medicine
Conference in New Orleans!**



[REGISTER NOW](#)

Jazzing It Up! Harmonizing IT in Academic Medicine

The Ritz-Carlton, New Orleans

New Orleans, LA

May 29-May 31, 2024

Dive into the heart of academic medicine's tech landscape at the [2024 Information Technology in Academic Medicine Conference](#), sponsored by the AAMC Group on Information Resources (GIR). This three-day conference themed, "Jazzing It Up! Harmonizing IT in Academic Medicine," will take place in the vibrant city of New Orleans from May 29-31. Join your peers in this collaborative space for insightful plenaries, interactive peer-led presentations and breakout sessions, and networking opportunities that will shape the future of patient care, medical education, and technology. Connect with

your community, develop solutions, and explore opportunities that will give you valuable insights to drive innovation in education, research, and clinical missions. [Learn more and register now.](#)

Grover discusses Supreme Court decisions on reproductive rights

Atul Grover, MD, PhD, executive director of the AAMC Research and Action Institute, was the guest on a new episode of Meharry Medical College's podcast. Speaking with Meharry Medical College President and CEO James Hildreth, MD, PhD, Grover focused on the recent Supreme Court decisions on reproductive rights and race-conscious admissions and their implications on the physician workforce. [Listen Now](#)

A Disruptive Connector: Learning & Experimenting with Generative AI Together

June 11, 2024 12:00 PM (ET)

In this webinar, participants will learn how collaborators from Mayo Clinic and Karolinska Institute worked together to provide an opportunity for international medical educators to learn with and from one another about generative AI while using generative AI in a supportive, inclusive environment. [Register and learn more](#)

Publications & Resources

Special AAMC resource collections on climate change and medical education

Medical educators have begun to adapt curricula to better equip current and future clinicians to effectively navigate the health effects of climate change in the populations they serve. To support the community with integrating climate change into the curriculum, the AAMC offers several special collections focusing on climate change in medical education. This includes a collection of scholarly articles published in *Academic Medicine* with the latest peer-reviewed literature on this topic. The AAMC virtual communities also features a curated resource bundle that offers a range of articles, podcasts, and scholarship on this critical issue.

[Learn More: Academic Medicine Collection](#)

[Learn More: AAMC Virtual Resource Collection](#)

New polling brief examines public perspectives on reparations in America

A new polling brief developed by the [AAMC Center for Health Justice](#), in collaboration with Morning Consult, analyzes the 2024 landscape of state legislation regarding reparations. Reparations, even when broadly defined and not limited to cash payments, are not supported by the majority of the public, and the more time that has elapsed between a historical injustice and the proposed redress, the larger the ideological divide is on

providing reparations.â€” Join the Center for a webinar to learn more about the findings ([register here](#)).

[Read More](#)

Study examines relevance of tenure at U.S. medical schools

A new study published in *Academic Medicine* finds that tenure systems remain well established at U.S. MD-granting medical schools, but the percentage of full-time faculty on tenured or tenure-eligible tracks has declined over the last four decades, with troubling gaps in tenure-eligible appointments between men and women faculty and among faculty by race and ethnicity. Co-authored by William Mallon, EdD, AAMC senior director of strategy and innovation development, and Natalya Cox, MPH, AAMC research analyst, the study concludes that while the rates of tenure have declined among medical school faculty, tenure remains an important mechanism for ensuring academic freedom, especially as some states attempt to regulate the teaching of divisive concepts. [Read More](#)

AAMC Resident Readiness Survey Reports

The 2023 AAMC Resident Readiness Survey Reports are now available. Designated users at participating medical schools can find their Resident Readiness Survey Reports in the AAMC Medical School Profile System at systems.aamc.org/mspsreports. The Resident Readiness Survey is intended to streamline and standardize the process for program directors to provide feedback to medical schools on the readiness of their graduates for PGY-1 training. Medical schools use the Resident Readiness Survey Reports to assess the effectiveness of preparing students for residency training and for continuous quality improvement of the curricula. For more information on the AAMC Resident Readiness Survey Reports, email residentreadiness@aamc.org.

Recommended Reading

Increasing Diversity in Academic Medicine Via a Strategic Intermural Housestaff Leadership Development Program

At UT Southwestern Medical Center, the Housestaff Emerging Academy of Leaders provides underrepresented in medicine physician residents with structured mentorship, career coaching, and individualized development plans to encourage leadership development skills and preparation for academic medicine careers.

Eva Galvan, MD, Christina E. Ahn, PhD, Marissa Hansen, MA, Vanessa Evoh, MD, Yohanna Gebreyohanns, Carolee Estelle, MD, Byron Cryer, MD, Helen Yin, PhD, Toi Blakley Harris, MD, Chiquita A. Collins, PhD, MA, and Dale O. Okorodudu, MD

[Read More](#)

Inequities in Indirect Cost Rates Between Historically Black Colleges and Universities and Other Institutions

In this study, the authors analyze mean negotiated indirect cost rates between the top 20 historically Black colleges and universities (HBCUs) and 3 non-HBCU (other universities) comparison groups.

Katrina E. Hauschildt, MA, PhD, BCPA, Julie Messersmith, MLA, MA, and Theodore J. Iwashyna, MD, PhD

[Read More](#)

AAMCNews: Shootings, storms, epidemics: In an era of mass casualties, hospitals get better prepared

An increase in manmade and natural disasters requires new thinking about the role of health care staff, effective triaging, community partnerships, and security. [Read More](#)

The Role of Faculty Development in Advancing Change at the Organizational Level

The authors articulate a vision for faculty development programming that describes how faculty development leaders, together with other educational leaders, can enhance the educational mission through broader institutional engagement to support excellence and innovation in health professions education.

Yvonne Steinert, PhD, Patricia S. O'Sullivan, EdD, and David M. Irby, MDiv, PhD

[Read More](#)

In Search of a "Metric System" for Measuring Faculty Effort: A Qualitative Study on Educational Value Units at U.S. Medical Schools

Maggio, Lauren A.; Costello, Joseph A.; Kolars, Joseph C.; Cervero, Ronald M.; Jackson, Kevin M.; Durning, Steven J.; Ma, TingLan
Academic Medicine. 99(4):445-451, April 2024.

*Kevin Jackson is a GBA member

[Read More](#)

Welcome New Members

April 1-30, 2024

Anna Rogers

Spencer Fox Eccles School of Medicine at the University of Utah

Blake Bohe

Spencer Fox Eccles School of Medicine at the University of Utah

Brandon Creswell

Spencer Fox Eccles School of Medicine at the University of Utah

Bryan Webster

Spencer Fox Eccles School of Medicine at the University of Utah

Candice Devedzic
Spencer Fox Eccles School of Medicine at the University of Utah

Colleen Kenost
Spencer Fox Eccles School of Medicine at the University of Utah

Cori Ward
Spencer Fox Eccles School of Medicine at the University of Utah

Erlee Meyers
Pennsylvania State University College of Medicine

Jill Curry
Pennsylvania State University College of Medicine

Jocelyn Orellana
Spencer Fox Eccles School of Medicine at the University of Utah

Latasha Mingo
University of North Carolina at Chapel Hill School of Medicine

Lauren Budinger
Spencer Fox Eccles School of Medicine at the University of Utah

Manuel Rupe
Central Michigan University College of Medicine

Matt Brady
Spencer Fox Eccles School of Medicine at the University of Utah

Matt Mackay
Spencer Fox Eccles School of Medicine at the University of Utah

Maya Mirzoeva
Frederick P. Whiddon College of Medicine at the University of South Alabama

Michelle Denney
Spencer Fox Eccles School of Medicine at the University of Utah

Paul Richards
Spencer Fox Eccles School of Medicine at the University of Utah

Sharon Sowers
Pennsylvania State University College of Medicine

Sharon Zang
Spencer Fox Eccles School of Medicine at the University of Utah

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