

December 2024

GBA News and Business

GBA Mentorship Circle Program Open House

Informational Session

Thursday, December 12, 2024

2:00-3:00 p.m. ET

REGISTER NOW

We are pleased to announce the opportunity for GBA members to now join the fifth year of our [GBA Mentorship Circle Program](#), developed by the GBA Professional Development Committee. Join us for an open house on Thursday, December 12th, 2:00-3:00 p.m. ET. This informational 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 open house as well as information on how to sign up to become a mentor or mentee. Here is a [link to 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 open house to be either a mentor or a mentee. Following this session, we will be distributing the sign-up information to all GBA members to become a mentor or a mentee.

GFP/GBA Joint Webinar: Physician Recruitment, Retention, and Compensation in an Evolving Landscape

Tuesday, December 17, 2024

1:00 - 2:30 p.m. ET



REGISTER NOW

Faculty physician recruitment and retention continues to be one of the top challenges facing academic medical centers. The AAMC and SullivanCotter, a nationally recognized consulting firm with deep expertise in academic medicine, have conducted a survey of AAMC-member institutions focused specifically on faculty physician recruitment and retention. During this webinar, panelists will present several findings from this survey, provide industry perspectives and insights, as well as an overview of the changing workforce dynamics impacting physician recruitment, retention, and compensation strategy.

GBA/GIP Virtual Programming - Two Steps Forward, One Step Back: The Complexity of Defining and Measuring Clinical Activity

Wednesday, January 15, 2024

1:00-2:00 p.m. ET

REGISTER NOW

This webinar was originally presented as a session at the recent Group on Business Affairs (GBA) and Group on Institutional Planning (GIP) 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.

Recognizing the need to better understand clinical effort definitions, especially as the pediatric specialty workforce has decreased, the Association of Administrators in Academic Pediatrics (AAP) and American Medical School Pediatric Department Chairs (AMSPDC) began a partnership to help pediatric leadership groups across the U.S. and Canada.

After initial collaborative discussions in 2019, a demonstration project was launched to gain an understanding of institutions' general definitions as they relate to overall full-time equivalent (FTE) expectations and how institutions interpreted and reported billable clinical FTE (cFTE). This session will highlight the process, the knowledge gained, and next steps in the journey to develop more accurate clinical work benchmarks.



Highlights from Learn Serve Lead 2024

We were excited to see so many new and familiar faces in early November in Atlanta at the AAMC Annual Meeting. Below are several photos from the event. We hope to see you next year at the Annual Meeting, November 1-5, 2025 in San Antonio, Texas.

Visit the following website to view recordings of the plenary sessions during the conference, along with other highlights from the meeting.

Department and Division Administrator Compensation Survey

The Department and Division Administrator Compensation Survey is currently in the field and your medical school has until early January to participate. This annual survey is sent to Principal Business Officers at each U.S., LCME-accredited medical school and collects compensation data, experience, education, responsibilities, and department/division characteristics, including expenditures and faculty numbers, for department and division administrators in the basic and clinical sciences and interdisciplinary/research centers. The report is made available to Principal Business Officers at participating medical schools on the Medical School Profile System (MSPS) at <https://systems.aamc.org/mspsreports>. Principal Business Officers can access the survey on MSPS as well. If you have questions about the survey or your medical school's participation, please contact ddac@aamc.org.

Recording Now Available: GBA/GIP Virtual Programming: Two Perspectives - Lessons Learned During a Workday Implementation

In this webinar, participants heard from two institutions on their experiences in implementing a new enterprise resource planning (ERP) system. This session provided participants with strategies for success during an ERP implementation and areas of opportunity where improvements could be made. Each presenter discussed similarities and differences in the two institutional approaches, navigating the challenges of the implementation, and lessons learned during the process. We invite you to [watch the recorded presentation here](#) and view the answers to some of the [questions asked during the presentation here](#).

Recording available: Utilizing AAMC Data and Resources - The Medical School Profile System (MSPS)

AAMC staff provided a walkthrough of the Medical School Profile System (MSPS), which allows users to access a wide range of custom reports based on, for example, the annual LCME surveys, the AAMC student surveys, and compensation surveys. In addition, users can create their own reports on a variety of topics, such as on faculty counts, research grants and contracts, student counts, financial aid awards, graduate indebtedness, and revenue sources. [The presentation can be watched here](#).



Save the Date!

Balancing Tradition and Innovation: Strategic Synergies in a Time of Change

The GBA/GIP 2025 Joint Spring 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 connect with colleagues, learn new strategies, and discuss timely issues.



**Registration is expected to open in early 2025*

April 23-25, 2025
Hyatt Regency Phoenix
Phoenix, AZ

GBA Listserv Archives

Please note that the GBA listservs (GBA; GBAHR; Department Administrator and PBO) are currently unavailable. We hope that this issue is resolved soon. Thank you for understanding and apologies for any inconvenience.

AAMC News

AAMC, Research Organizations Urge NIH Funding Growth

The Ad Hoc Group for Medical Research, a coalition of more than 400 research organizations convened by the AAMC, submitted a [Nov. 18 letter \(PDF\)](#) to House and

Senate Appropriations Committee leadership urging them to finalize fiscal year (FY) 2025 funding with a robust investment for the National Institutes of Health (NIH). Specifically, the letter called on Congress to provide no less than the Senate Appropriations Committee-approved bipartisan level of \$48.9 billion in funding for the NIH and additional funding for the Advanced Research Projects Agency for Health in an FY 2025 spending bill. "Underinvesting in NIH's annual base budget is to the detriment of patients today and tomorrow, undermines the future medical research workforce, and threatens to weaken U.S. competitiveness with global adversaries," the letter noted.

Information: [Andrew Herrin](#), AAMC Government Relations.

AAMC Joins Letter in Support of PAHPA Reauthorization

The AAMC [joined a Nov. 12 letter \(PDF\)](#) with 111 other organizations and higher education institutions urging congressional leaders to include a comprehensive reauthorization of the Pandemic and All-Hazards Preparedness Act (PAHPA) in a legislative package before the end of the 118th Congress. PAHPA authorizes several critical national health security and preparedness programs. The overall PAHPA framework expired in September 2023, requiring temporary stopgap extensions in continuing resolutions [refer to [Washington Highlights, Jan. 19](#)].

The letter encouraged continued bipartisan commitment to PAHPA and expresses concerns about the consequences to health security without its reauthorization. "Failing to reauthorize PAHPA now would have serious effects on our country's economic wellbeing, national security, and health given the rapidly changing threat landscape," the letter stated.

The AAMC also joined a Jan. 16 letter urging Congress to include a five-year PAHPA reauthorization package in the next legislative vehicle [refer to [Washington Highlights, Jan. 19](#)].

Information: [Devan O'Toole](#), AAMC Government Relations.

AAMC statement on new Medicare-supported residency positions that will expand health care access and physician workforce

The Centers for Medicare & Medicaid Services (CMS) have published its list of teaching hospitals that were awarded new Medicare-supported graduate medical education positions created under Section 126 of the Consolidated Appropriations Act, 2021. The 200 additional residency positions will help grow the physician workforce and expand access to care for patients across the country. "These new residency positions will have a tangible, positive impact on a diverse mix of communities across the nation, including traditionally underserved areas," said AAMC President and CEO David J. Skorton, MD, in a statement. "Medical school enrollment has continued to grow, but a commensurate increase in residency positions is necessary to help ensure that there are enough opportunities for medical school graduates to complete their training and practice independently."

[Read More](#)

AAMC statement on the U.S. presidential election

AAMC President and CEO David J. Skorton, MD, issued a statement on the results of the 2024 U.S. presidential election. "At a time when challenges around the world are daunting and divisions in our country feel, at times, insurmountable, a historic number of Americans exercised their fundamental right to vote and made their voices heard. Now more than ever we are witnessing the need to come together as a country, bridge our divisions, and overcome the challenges we face. The AAMC will work with President-elect Donald Trump, the new administration, and the new U.S. Congress, continuing our efforts to improve the health of patients, families, and communities nationwide."

[Read More](#)

AAMC and Thalamus expand strategic collaboration to offer technology-assisted holistic application review platform

The AAMC and Thalamus, a public benefit corporation focused on innovation in medical education, have announced that Cortex will be provided to all Electronic Residency Application Service[®] (ERAS[®]) medical residency and fellowship programs on a complimentary basis beginning in July 2025 for the 2026 ERAS season. Cortex, an innovative, artificial intelligence/machine learning-enabled platform, is designed to provide technology-assisted holistic review by streamlining application screening and review and has reduced screening time by an average of 50%.

[Read More](#)

Nominations open for 2025 AAMC Awards

The call for nominations is now open for the 2025 AAMC Awards. Members of the academic medicine community are encouraged to nominate deserving colleagues and institutions whose work is significantly advancing academic medicine in the areas of medical education, research, clinical care, community engagement, and advancing the academic health care workforce to reflect patients and communities. Looking for inspiration? Learn more about the [2024 awardees](#) who were recently honored at a virtual awards ceremony.

[Read More](#)

Subscribe to new AAMC newsletter on medical research policy

The AAMC has developed a new weekly newsletter, *AAMC Abstract*, to provide timely updates on medical research and research training policy developments to the biomedical research community. Each week, subscribers will receive new content and resources to read more about the AAMC and federal agency activities in shaping policy through the

[AAMC Science Policy Hub](#).

[Subscribe Now](#)

Learning Opportunities

IDEAS webinar series on allyship concludes on Dec. 11

The [AAMC Inclusion, Diversity, Equity, and Anti-racism \(IDEAS\) Learning Series](#) will conclude its fall Allyship in Action webinar series on Dec. 11 with "Allyship Showcase: Institutional Programs to Support Allyship." Building on the skills and strategies for leaders and individual contributors that were shared in the first two webinars, this final session will showcase promising programs from academic medical centers that have embedded allyship efforts at their institutions. Recordings from the first two sessions are [available here](#).

[Register Now](#)

CY 2025 Physician Fee Schedule Final Rule - December 11 at 2:00 PM (EST)

Please join the AAMC-Vizient Clinical Practice Solutions Center (CPSC) for a webinar discussing the calendar year (CY) 2025 Medicare Physician Fee Schedule final rule on **Wednesday, December 11, 2024, at 2:00 pm (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 professionals for 2025, changes to evaluation and management services, impact analyses on payment for physician practices, changes to telehealth policies, behavioral health, and other payment policies. Participants will be able to ask questions once the presentation ends.

Registration link for the webinar: [AAMC Webinars and Online Courses: CY 2025 Physician Fee Schedule Final Rule - December 11](#)

IT Operations - 2025 GIR Quarterly Calls

The Group on Information Resources (GIR) will continue to host quarterly calls in 2025 to discuss hot topics in the IT academic medicine community around operations. The quarterly calls seek to facilitate networking with peers by learning from each other through promising practices.

Our topics in 2024 included: IT Culture Building; Asset Management and Equipment Funding; Enterprise-wide Analytics and IT Consolidations.

We invite you to forward these calls to any colleagues who may be interested in participating. Make sure to [save the dates](#):

[Save the Dates](#)

- January 16, 2025 1:00 PM
 - April 17, 2025 1:00 PM
 - July 17, 2025 1:00 PM
 - October 16, 2025 1:00 PM
-



Save the Date

GIR-ing Up for the Future

The 2025 IT in Academic Medicine Conference is the premier event for the academic medicine technology community to share how they address various challenges and develop successful strategies for meeting organizational goals.



**Registration is expected to open in early 2025*

May 28-30, 2025 | Hilton Minneapolis | Minneapolis, MN

AAMC Webinar: Breaking Barriers, Part 2 - Fostering a Culture of Inclusion and Accessibility

Thursday, January 9, 2025
2:30-4:00 pm ET

REGISTER NOW

This 90-minute webinar is part two of the Breaking Barriers series, hosted by the Group on Information Resources (GIR). We will discuss, from a variety of perspectives, how to use

instructional design best practices to create engaging and accessible content for learners.

We will collaboratively strategize approaches for enabling cultural shifts to promote accessibility within our institutions, including the following topics:

- Universal Design for Learning framework
- Developing accessible engaging learning materials
- Accessibility Tools
- Top 10 Tips for Digital Accessibility

Join the AAMC in DC for inaugural Leading for Impact program

Be a driving force for change in academic medicine with the AAMC's new *Leading for Impact* program, taking place Feb. 4-6, 2025, in Washington, D.C. As the first program within the AAMC's Cultivating Organizational Resilience and Excellence (CORE) Leadership Development suite, this dynamic leadership program is designed for individuals leading a department, unit, or mission within an AAMC member institution. Participants will learn how to foster collaboration, align organizational culture with strategic goals, and develop real-world solutions to leadership challenges in academic medicine.

[Register Now](#)



Early Bird Deadline is Just a Few Weeks Away! 2025 Emerging Technologies for Teaching and Learning: Digital Demonstrations Virtual Conference

Sponsored by: MedBiquitous and AAMC Affinity Groups on Information Resources (GIR), Educational Affairs (GEA), and Student Affairs (GSA)

Wednesday, February 5th - Thursday, February 6th
12-5 p.m. ET

Early Bird Deadline: December 30th

Register Now

This inaugural virtual conference will highlight innovative projects, tools, and educational technology solutions through interactive demonstrations to conference participants. The demonstrated products and solutions will offer successful strategies and tools developed to support effective teaching and learning.

With educational technology established as a strategic asset essential to the growth and success of medical schools and teaching hospitals, both nationally and internationally, this virtual conference offers valuable peer learning and networking opportunities to showcase innovative educational technology tools that you can leverage to solve problems at your institutions. **Questions?** Email: medbiq@aamc.org

Publications & Resources

New AAMC publication on training physician-scientists

A new AAMC report, *Exploring the Landscape for Physician-Scientist Training and Career Development*, serves as a resource for institutions seeking models and potential strategies to better support their physician-scientist learners and early-career faculty in navigating barriers to their success. Through 11 detailed institutional case studies, the report provides a road map to spark conversation and help institutions reflect on the many diverse approaches that can be used to augment and improve their own models of physician-scientist training and career development.

[Read More](#)

Modernized Faculty Roster Application

The AAMC Faculty Roster team is pleased to announce that the Faculty Roster web application has been modernized to provide users with a more streamlined and efficient user interface.

Log in to the modernized Faculty Roster application at <https://mda.aamc.org/mda-faculty-roster> with your AAMC username and password. Please update all AAMC Faculty Roster bookmarks with the new URL.

You will find the following enhancements in the modernized application:

- An updated look and feel to align with other modernized AAMC applications.
- The gender options have been updated to align with the AAMC gender data collection standards and now include Man, Woman, Another gender identity, and Decline to answer.
- Updated reports, including new promotion and retention reports and a custom data extract tool.
- Additional search options on the Faculty Search screen.
- A more robust feature for adding new faculty.
- An improved display for the Appointment & Rank summary.
- New reporting options that allow users to break out faculty by race/ethnicity alone or in combination.

The Aggregate Reports and Benchmarking Reports are still under development and expected to launch within the next few weeks.

AAMC publishes annual fact card on student loan and medical school

cost data

The "Medical Student Education: Debt, Costs, and Loan Repayment Fact Card for the Class of 2024" is now available for free in the AAMC Store. This annual fact card provides a snapshot of key student loan and medical school cost data and includes repayment scenarios. The resource is designed for anyone in the medical education community seeking information on medical education cost, debt, and loan repayment.

[Read More](#)

New physician workforce projections model suggests continued shortages in some specialties

Preliminary findings of a new physician projections model developed by the AAMC, in collaboration with RAND, show a continued physician shortage in nonprimary care specialties. Early data projections suggest that the rapidly increasing supply of nurse practitioners and physician associates can meet the demand for providing primary care to the U.S. population within the next decade. The new model uses system dynamics methods that allow users to model changes in clinical care provision and the health of populations that take into account shifts in both provider and patient populations and behaviors. This model will be publicly usable in the future and will allow health professions educators and policymakers to learn from various scenarios and subsequently alter their strategies to ensure the health care system meets future needs.

[Read More](#)

AAMC, ACGME, and AMA establish Physician Data Initiative

The AAMC, the Accreditation Council for Graduate Medical Education (ACGME), and the American Medical Association (AMA) are collaborating through the Physician Data Initiative, a working group founded to establish a standard practice for categorizing, collecting, reporting, and sharing sociodemographic data. This work is driven by the importance of a diverse physician workforce and a more equitable health system, and recommended standards are now available for race and ethnicity and language proficiency. Additional standards are planned for development in the future. Any organization can use the standards. While the goal is not to mandate standards broadly across organizations, there is great benefit to voluntarily adopting mutually agreed-upon values and structure to gather and disaggregate data consistently.

[Read More](#)

AAMC Report on Residents Released on November 18

The [2024 AAMC Report on Residents](#) is now available. The *Report on Residents* provides a comprehensive collection of current and historical data related to residency training. The report includes information on the characteristics of residency applicants and residents, as well as information on what residents do after completing their training programs. The report brings together data on residents from a variety of sources to provide a comprehensive look at residency training across states, specialties, and different phases

of the medical education continuum.

The *Report on Residents* is just one example of the AAMC's effort to optimize graduate medical education in the United States. One area in which we have been particularly focused is the development of resources and tools to support all involved in a student's [transition to residency](#).

For questions about the *Report on Residents*, please contact residentreport@aamc.org.

Recommended Reading

Reminder: AAMC Center for Health Justice seeks applicants to join its Multisector Partner Group

The AAMC Center for Health Justice is seeking applicants to join the second cohort of its [Multisector Partner Group](#), which was first convened in 2022 to bring together national leaders, local leaders from community-based organizations, and community organizers from a variety of sectors that represent the wide-ranging social and political determinants of health. Members use their expertise and leadership to shape the Center's strategy, inform its programs, and develop collaborations. The Center seeks up to 10 new members from a diversity of backgrounds, perspectives, and sectors “including and beyond health care and academic medicine” to serve a three-year term beginning in March 2025. A brief informational video provides an overview of the Center's work, the Multisector Partner Group, the application, and the selection process. The deadline for applications is Dec. 20.

[Apply Now](#)

Call for applications for funding and support to confront structural racism in health care

The AAMC Center for Health Justice is supporting a new [call for proposals](#) from WE in the World, the Robert Wood Johnson Foundation, and Just Leaders for a Justice Health System (JUSTICE SQUARED), which invites health care organizations and patient and community leaders to engage in a trustworthy, humble, and courageous journey to confront structural racism in health care together. Interested organizations are invited to apply to receive a guided journey with trusted leaders and \$300,000 in funding (\$400,000 for safety net institutions) to support program implementation. The deadline to register teams is Dec. 15 and the application deadline is Jan. 15, 2025.

[Apply Now](#)

Grover, Jaffery on consolidation in the health care sector

Atul Grover, MD, PhD, executive director of the AAMC Research and Action Institute, and Jonathan B. Jaffery, MD, MS, MMM, FACP, AAMC chief health care officer, authored an article in *Health Affairs*, "Chang(ing) Health Care: Bigger May Not Be Better, Just Necessary," which looked at an array of factors and potential misunderstandings related to consolidation in the health care sector. "Further regulation of health system consolidation

should take into account all aspects of the market for health care goods and services within the range of geographic areas that are relevant to patients, including the rapid consolidation of the insurer market, as well as the consolidation of other parts of the health care ecosystem," they wrote.

[Read More](#)

AAMC publishes annual fact card on student loan and medical school cost data

Academic medical centers struggle with the high cost of care, reduced reimbursement, intense competition, and low profit margins. UC Davis Health implemented an aligned funds flow model to create a mission-aligned model in which all departments had financial margins to optimize recruitment, retention, research, and teaching.

Satyan Lakshminrusimha, MD, Susan Murin, MD, MSc, MBA, Joseph Galante, MD, MBA, Zishan Mustafa, MHA, Noel Sousa, MBA, Stanley Chen, Debbie A. Aizenberg, MD, Elizabeth Morris, MD, and David A. Lubarsky, MD, MBA. *(Zishan Mustafa is a GBA member)*

[Read More](#)

Welcome New Members

November 2024

DeShaun Harris

Wayne State University School of Medicine

Jen Katzman

Louisiana State University School of Medicine in Shreveport

Anthony Sali

University of California, San Francisco, School of Medicine

Deanna Stiles

University of Arkansas for Medical Sciences College of Medicine

Melanie Townsend

Mercer University School of Medicine

Willem Roos

Georgetown University School of Medicine

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