

March 2026

## GBA News and Business

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Evolution of AAMC Affinity Groups: Update on Group Governance and Administration

We are pleased to share an update on important progress we have made on the formation and planned launch of our 11 new affinity groups.

Earlier this month, we finalized governance and administration guidelines for each new group, which were shared last week with current group steering committees following a discussion we convened with representative leaders from each group. Feedback from constituent leaders has been essential in helping the AAMC develop these administrative frameworks, and we will continue to rely on their leadership as we establish the new affinity groups under these guidelines.

The governance and administrative guidelines include:

- Rules and regulations, approved by the Board of Directors in accordance with AAMC bylaws
- An administrative manual that codifies a group's name, purpose, membership, roles, programs, and other operations
- A Steering Committee transition plan, including guidance for the first transitional year
- Recommendations on how groups may more effectively engage with each other and with the AAMC to seek and share feedback
- The AAMC's vision for regional access to scholarship and professional development

We believe these governance and administration guidelines set each group up for success by:

- Providing transparency around rules, regulations, structures and processes;
- Ensuring consistency across all affinity groups;
- Clarifying and defining roles and responsibilities; and
- Serving as a handbook to help members—especially new committee leaders—understand a group's purpose, structure, operations and resources.

This progress represents an important step in our transition to the new groups on July 1, and the AAMC will continue to evaluate and refine this work. Ensuring that each group is operating within these guidelines will be important as we evaluate across all groups.

We will continue to update the resource page and [Frequently Asked Questions](#) on our website, including updates around the administrative guidance and other progress related to the evolution of our affinity groups. Additionally, the resource page includes email addresses for each of the new groups should you have specific questions for AAMC staff. We will continue to send updates and more information as our new Finance and Business Affairs (FAB) Group develops, including opportunities to get involved.

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Registration is Open for the 2026 Group on Business Affairs (GBA), Group on Institutional Planning (GIP), and Group on Faculty Affairs (GFA) Joint Spring Meeting

Hyatt Regency St. Louis at the Arch  
St. Louis, Missouri  
April 22-24, 2026



Register Today!

On April 22-24, 2026 in St. Louis, MO, these three AAMC communities will convene together for the first time to explore *Navigating Complexity: People, Strategy, and Resources* with practical takeaways and peer exchange across finance, planning, faculty affairs, administration, HR, and space & facilities.

[View the Agenda](#)

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Recording Available for the Data-Driven Academic Medical Centers (DDAMC) Work Group Call

On February 17th, the DDAMC held the moderated call, *No More Accidental Delete: Enhancing Grade Tracking and Clinical Assessment Tracking Through Dashboards* presented by Christopher Henson, Theresa Pesavento, and Kristin Simon

[View Recording](#)

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Registration is Open for the GBA moderated call - Strategic Responses to NIH Funding Uncertainty: Administrative Pivots for Academic Medical Institutions

Join the GBA Emerging Issues Subcommittee on March 23 at 4:00 PM EDT for a discussion with administrative and academic leaders focused on the practical, real-time pivots institutions are now making. This moderated discussion will allow participants to exchange peer-informed insights on effective administrative and financial strategies, share lessons learned from current challenges, and discover adaptable approaches to apply at

your own institution to maintain research momentum.

[Register Now](#)

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#### AAMC/SullivanCotter Survey on Faculty Recruitment & Retention

The AAMC, in partnership with SullivanCotter, is conducting a survey on the challenges and strategies involved in recruiting and retaining faculty physicians. The data collected will help AAMC members better understand how institutions benchmark and compensate faculty physicians and may also inform future research. A robust, contemporary data set on faculty recruitment and retention practices will provide valuable insights as institutions develop their physician engagement strategies. The survey link was emailed to your institution's Group on Faculty Practice (GFP) Administrative Executive or Principal Business Officer on February 17th and the deadline to respond is March 31st. Results will be shared in aggregate with respondents this summer. Questions? Contact [Shawn Rosen-Holtzman](#).

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#### Recording Available for the GBA Moderated Call - Behind the Numbers: Comparing SOM and Department Staffing Frameworks

The GBA Data and Benchmarking Committee provided an in-depth look at how schools of medicine and clinical departments structure and staff their administration teams. Data was reviewed from the AAMC Snapshot, [Infrastructure Review: Administrative Staff Head Count Per Full Time Faculty at U.S. Medical Schools](#). This data provides a national view of administrative staffing patterns and serves as a foundation for comparing approaches across institutions.

Following the data overview, speakers shared real-world examples of academic staffing frameworks - one from a school of medicine perspective and one from a clinical department perspective - highlighting similarities, differences and the operational considerations that shape each model.

[View Recording](#)

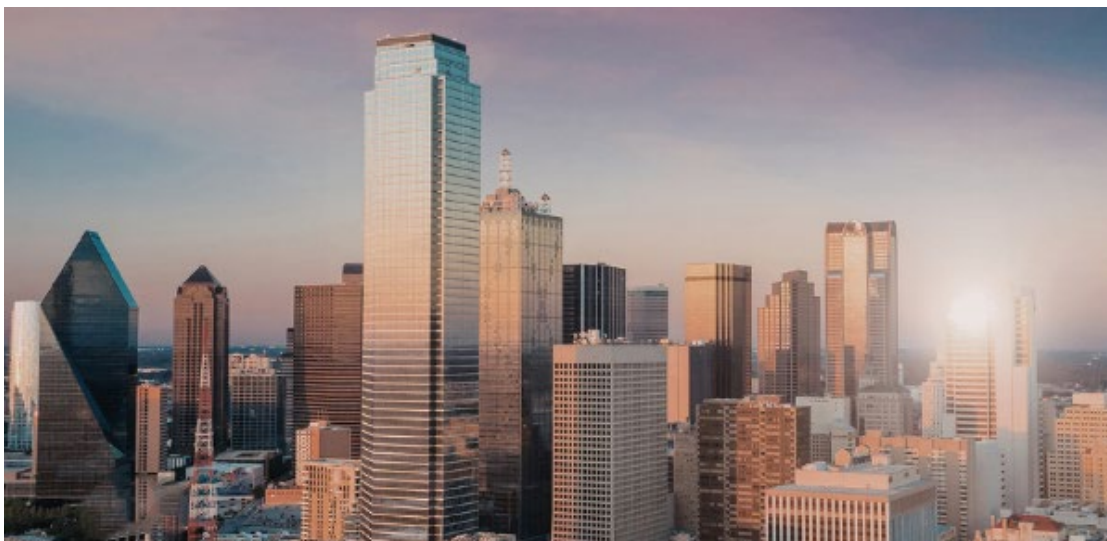
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#### Save the Date: 2026 Senior Leader Fall Financial Meeting

The 2026 Senior Leader Fall Financial Meeting will take place in Dallas, Texas on September 16-18, 2026 at the Adolphus Hotel. More information to come in early summer.



Add to Calendar



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### Join Our GBA Virtual Communities

We invite you to [create an account](#) and engage in our [GBA Virtual Community](#), a hub for collaboration and communication with your GBA colleagues. This platform offers an enhanced space to engage, share ideas and stay connected.

What does engagement look like in the Virtual Community?

- "Liking" and commenting on posts you find informative or relevant to initiatives within your institution or professional network.
- Sharing your knowledge by replying to discussion posts.
- Adding a profile picture - this helps to cultivate a communal virtual atmosphere, encouraging members to collaborate and connect!
- Updating your bio - include areas of expertise and interests to help peers connect with you.

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### Data of Interest to GBA members: Missions Management Tool

The Missions Management Tool (MMT) presents current information and trend information on the percentile rankings for each medical education program with full LCME accreditation on a variety of measures in six mission areas. The 2026 MMT was released on March 3, 2026 to medical school deans, principal business officers, and deans' assistants through the [Medical School Profile System](#). The AAMC strongly encourages deans to distribute their MMT more widely within their academic community (for

example, to Student Affairs Deans, Education Deans, and other medical school leaders).

Please direct any questions to [mmt@aamc.org](mailto:mmt@aamc.org).

## AAMC News

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### Recognizing 150 years of AAMC impact and history

In 2026, the AAMC marks 150 years of advancing academic medicine. As the association begins its anniversary year, the AAMC has launched an interactive history timeline, *The AAMC and Academic Medicine: A Legacy of Learning, A Future of Healing*. The timeline highlights key milestones that have shaped medical education, biomedical research, clinical care, and advocacy since 1876, reflecting the collective impact of AAMC constituents and collaborators across generations. Explore the timeline to see how this shared history continues to inform the future of health and healing.

[Read More](#)

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### AAMC-Endorsed Congressional Letter Urges H-1B Visa Fee Exception for Health Care

The AAMC [endorsed a Feb. 11 letter \(PDF\)](#) led by Reps. Michael Lawler (R-N.Y.) and Yvette Clarke (D-N.Y.) to the Department of Homeland Security (DHS) Secretary Kristi Noem, urging the department to provide an exemption for the hospital and health care sector from the \$100,000 fee for filing new H-1B visa petitions. The letter was sent in response to the September 2025 presidential proclamation, "Restriction on Entry of Certain Nonimmigrant Workers," which imposed a \$100,000 H-1B visa filing fee on all American employers [refer to [Washington Highlights, Sept. 26, 2025](#)]. The bipartisan, bicameral letter to Noem was signed by 100 members of Congress and endorsed by 40 organizations.

For more information, please contact the AAMC Government Relations team, [Emily Prest](#) and [Andrea Price-Carter](#).

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### The AAMC is soliciting nominations for its annual Herbert W. Nickens Awards

These awards honor individuals who advance the educational, societal, and health care needs of underserved populations in the United States. We

encourage you to disseminate this call for nominations and consider colleagues and students for these awards. The nomination deadlines are listed below.

The Herbert W. Nickens Faculty Fellowship recognizes an outstanding faculty member who has held the assistant professor position for no more than three years. The candidate must have demonstrated leadership in the United States in addressing inequities in medical education and health care; demonstrated efforts in addressing educational, societal, and health care needs of underserved populations; and is committed to a career in academic medicine.

The Herbert W. Nickens Medical Student Scholarships are awarded to five outstanding students entering their third year of medical school who have shown leadership in efforts to eliminate inequities in medical education and health care and demonstrated leadership efforts in addressing educational, societal, and health care needs of underserved populations in the United States. The deadline to submit is Friday, April 3, 2026.

For questions, please contact Angela Moses at 202.862.6203, email [NickensAwards@aamc.org](mailto:NickensAwards@aamc.org), or visit [AAMC Awards | AAMC](#).

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#### Deadline Approaching for 2026 AAMC Presidential Awards

There is still time to recognize members of the academic medicine community who are making significant contributions to medical education, patient care, biomedical research, and community engagement.

Begin a nomination today for one or more of the following AAMC Presidential Awards:

Up to four faculty members can be nominated for the Alpha Omega Alpha (ΑΩΑ) Robert J. Glaser Distinguished Teacher Awards in either the basic sciences or pre-clinical and clinical disciplines - who have distinguished themselves in medical student education.

[Learn More](#)

The Spencer Foreman Award for Outstanding Community Engagement honors an AAMC-member medical school or academic health system with a long-standing, major institutional commitment to partnering with the community it serves to identify and address community needs.

[Learn More](#)

## Learning Opportunities

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Save the Dates: GIR IT Operations Quarterly Calls for 2026

The Group on Information Resources (GIR) is hosting quarterly calls to discuss hot topics focusing on IT operations. These moderated calls are meant to facilitate peer discussions around issues relevant to this audience and encourage knowledge sharing, engagement, collaborative thinking, networking, and the sharing of promising practices.

Calls will take place quarterly on the 3rd Thursday of the month, from 1:00 - 2:00 pm ET.

Register for the series:

[Thursday, April 16th](#)

[Thursday, July 16th](#)

[Thursday, October 15th](#)

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Registration Open for the 2026 Information Technology in Academic Medicine Conference, Sponsored by the Group on Institutional Resources (GIR)



Join us for the 2026 Information Technology in Academic Medicine Conference, hosted by the AAMC Group on Information Resources (GIR) in Austin, TX from June 3-5. This year's theme is *Blazing a Trail for Solutions*. We're bringing together technology and data leaders from across academic medicine to connect on what's working, tackle shared challenges, and build

practical paths forward for clinical care, medical education, research, and operations. The early bird deadline is April 28.

Register Today!



Register for the AAMC Webinar and Online Course Creating Compensation Models and Administrative Processes to Support Pay Equity (Recommendation #2)

Once an institution has firmly established their commitment and philosophy for compensation equity, it is essential to create infrastructure, processes, and procedures that strategically embed fair pay practices within existing operational structures. Pay equity cannot be an add-on process, but instead a regular operating procedure that contributes to the organization's effectiveness as a strategic workforce solution to retain talented faculty. This second webinar in the series scheduled for May 4 at 1:00 PM EDT will cover strategies for critical infrastructure, operations, and policies (e.g. review process for offers and retention packages, salary setting policies, distribution of incentives) to advance fair pay.

[Register Now](#)

## Publications & Resources

AAMC publishes new report on compensation equity

The AAMC has published a new report, *A Shared Commitment to Fair Pay: Recommendations for Creating and Sustaining Compensation Equity in Academic Medicine*, which offers practical strategies to advance compensation equity in academic medicine. Developed from insights

shared by leaders from more than 70 institutions as well as experts in pay equity, the report focuses on fair pay as a key business strategy to strengthen faculty recruitment and retention. The AAMC will kick off a free [three-part webinar series](#) on Feb. 26 to discuss the details of the recommendations outlined in the report.

[Read More](#)

## Recommended Reading

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Accelerating Toward Affordability: A Net Present Value Analysis Comparing Accelerated 3-Year With Traditional 4-Year MD Programs

*Rafael Rivera, MD, Mba, Peter Nalin, MD, MBA, Cpe, Christina Vitto, Md, Alicia Gonzalez-Flores, Md, Prijo Thomas, Catherine L Coe, Md, Annette Reboli, Md, Joan Cangiarella, Md, Betsy Jones, EdD, Shou Ling Leong, Md, Sally A Santen, MD, PhD*

*Academic Medicine, wvag048*

*Published: 22 February 2026*

[Read More](#)

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When a Medical School Dean Resigns

*Marc J Kahn*

*Academic Medicine, wvag029*

*Published: 4 February 2026*

[Read More](#)

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Bolstering the Pathway to Promote Scientific Workforce Diversity: The UCSF Mid-Career Development Program

*Christina V Mangurian, MD, MAS, Cristina Calderon, Maria T Chao, DrPH, MPA, Jae Sevelius, PhD, Courtney Lyles, PhD, Urmimala Sarkar, MD, MPH, Kirsten Bibbins-Domingo, PhD, MD, MAS, Claire D Brindis, DrPH*

*Academic Medicine, wvag023, <https://doi.org/10.1093/acamed/wvag023>*

*Published: 3 February 2026*

[Read More](#)

## Welcome New Members

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February 2026

Sarah Brooks

University of Alabama at Birmingham Marnix E. Heersink School of  
Medicine

Marcy Culverwell

University of Massachusetts T.H. Chan School of Medicine

Daniel Denhalter

Spencer Fox Eccles School of Medicine at the University of Utah

Mark Garcia

University of California, San Francisco, School of Medicine

Lisa Higgins

University of North Carolina at Chapel Hill School of Medicine

Raquel Pugh

University of North Carolina at Chapel Hill School of Medicine

Tiffany Smith

Medical College of Georgia at Augusta University

Brenda Timmons

University of Texas Southwestern Medical School

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Join the [AAMC Communities Network](#)

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