GBA Data and Benchmarking Webinar: Getting the Most From Your AAMC Data

July 24, 2018
Introductions

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Association of American Medical Colleges

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Yale School of Medicine

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Finance
University of Oklahoma College of Medicine
Agenda

• AAMC Management Tools
  ▪ Operations Management Tool (OMT)
  ▪ Mission Management Tool (MMT)
  ▪ Accessing the MMT and OMT
  ▪ The Future of MMT and OMT

• Other AAMC Data

• Practical Uses of AAMC Data
  ▪ Yale University
  ▪ University of Oklahoma

• Questions
Medical School Operations (MSO) Focus

• Data Integrity and Relevance
• Making Better Use of Data
• Data Analytics leading to Data-driven Decision Making
• Increased participation in data collection

Management Tools

• Reengineered GBA Analytic Tool to be more dynamic and flexible; rebranded as Operations Management Tool (OMT)
• Reengineered Mission Management Tool (MMT) to mirror OMT
• Flexibility to add new metrics
• Pair the MMT and OMT as management tools for leadership
Operations Management Tool (OMT)

• Formerly the GBA Metric Survey, which launched in 2006
• Reengineered in 2017 and rebranded as the OMT
• Data measures in 42 areas addressing the three areas:
  ▪ Clinical Health
  ▪ Research Health
  ▪ Financial Health
  ▪ Infrastructure and Support
• Focus is operational and financial health
• New platform allows for easier addition of new metrics
• Work groups developing newer, more relevant metrics
OMT Data Sources

• Operations Management Survey (formerly GBA Metrics Survey)
• LCME AFQ
OMT Demo

• Let’s look at a sample OMT
How do I access the OMT for my medical school?

On July 30, medical schools that participated in the FY 2017 Operations Management Survey (OMS) will have to access a customized OMT through the Medical School Profile System (MSPS). A sample version of the OMT with dummy data will be available for those medical schools that did not participate in the FY 2017 OMS. PBOs and OMS survey respondents will receive an email when the reports are posted.

To access the OMT, log into MSPS at https://services.aamc.org/mspsreports/ with your AAMC username and password. Once logged in, click on the METRICS tab seen on the top of the page.
How do I access the OMT for my medical school?

For participating medical schools, the custom OMT is available through the third link on the METRICS tab in MSPS. Below is a screenshot of how the METRICS tab appears today, but on July 30, the link to the FY 2016 OMT will be replaced with a link to the FY 2017 OMT.

For non-participating medical schools, a sample OMT is available instead of a custom OMT.
Mission Management Tool (MMT)

- Released annually since 2009
- Data measures in 46 areas addressing six missions areas:
  - Graduate a Workforce that Will Address the Priority Health Needs of the Nation.
  - Prepare a Diverse Physician Workforce
  - Foster the Advancement of Medical Discovery
  - Provide High Quality Medical Education as Judged by Your Recent Graduates
  - Prepare Physicians to Fulfill the Needs of the Community
  - Graduate a Medical School Class with Manageable Debt
MMT Data Sources

- Faculty Roster
- GME Track Resident Survey
- LCME Part I-A Annual Financial Questionnaire (AFQ)
- LCME Part I-B Student Financial Aid Questionnaire
- Medical School Graduate Questionnaire
- Physician Masterfile
- Student Records System
- Tuition and Student Fees Questionnaire
MMT Demo

• Let’s look at a sample MMT
How do I access the MMT for my medical school?

Each March, medical school Deans, PBOs, and other deans’ office staff receive an email containing a custom MMT. Other individuals may request a copy of their medical school’s MMT by submitting a data request to the AAMC to see what (if any) information can be shared. Below is a screenshot of a link to the data request form found on the “Data” tab of the AAMC web site. Alternatively, individuals seeking a copy of their may contact their Dean directly.
Other Data Available at www.aamc.org

• Navigation of current aamc website to show where data is located.
YSM—Applications of AAMC Faculty Salary Data, Influence on Decision Making

1. The clinical enterprise introduced compensation principles; established the Northeast AAMC percentiles as the benchmarking standard at the school
   ➢ Set a baseline commitment by the school to pay faculty at the AAMC 25th percentile; made this a known expectation by departmental leadership, hospital leadership, and faculty
   ➢ Propelled the school and hospital to partner together and dedicate resources to address gaps in faculty compensation relative to a standard, relevant market measure – resulted in increased support from the hospital in key clinical areas.

2. Review the AAMC percentiles, and how each faculty member’s compensation compares to those percentiles, as part of the Dean’s annual faculty review process
YSM—Applications of AAMC Faculty Salary Data, Influence on Decision Making

3. School-wide initiatives around being more transparent; make AAMC compensation data accessible to faculty
   ➢ Publish tables on Dean’s Office intranet site (available to medical school employees only)
   ➢ Prepare personalized compensation benchmarking statements for all ladder faculty; include external market measure (AAMC percentiles for specialty, rank, and degree basis) and internal Yale data for relevant peer group

4. Analytics to evaluate “how we pay” relative to productivity
   ➢ Combine AAMC data by decile with wRVU productivity benchmarks to help us better understand how we pay for performance, develop strategies to address misalignment
Compensation Benchmarking Statement for Joe Sample

We are pleased to provide you with this statement which includes compensation benchmark data specific to your specialty and academic rank. This statement was prepared collaboratively by the Department and the Dean’s Office.

Please refer to page 2 of this statement for a more detailed explanation of terms/sections shown here with a *. Should you have any questions, please reach out to your departmental leadership or to Tracy Lamir, Office of Academic Analytics, at tracy.lamir@yale.edu.

### Personal Information as of July 1, 2018

<table>
<thead>
<tr>
<th>A</th>
<th>Academic Rank</th>
<th>Assistant Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>B</td>
<td>Years in Rank at Yale</td>
<td>2.5 years</td>
</tr>
<tr>
<td>C</td>
<td>AAMC Specialty</td>
<td>Anesthesiology: General</td>
</tr>
<tr>
<td>D</td>
<td>Degree Basis for Benchmarking</td>
<td>M.D.</td>
</tr>
<tr>
<td>E</td>
<td>Annual Salary (full-time equivalent)</td>
<td>$ 295,000</td>
</tr>
<tr>
<td>F</td>
<td>Estimated Variable Compensation</td>
<td>+ 20,000</td>
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<tr>
<td>G</td>
<td>Estimated Total Compensation</td>
<td>$ 315,000</td>
</tr>
</tbody>
</table>

### Association of American Medical Colleges (AAMC) Statistics

The AAMC statistics for the academic rank, specialty, and benchmarking degree shown in the Personal Information section of this statement. The values displayed are dollars in thousands.


- Based on the Estimated Total Compensation shown in the Personal Information section above, you are paid **between the AAMC 25th and 50th percentiles**.

### Yale School of Medicine (YSM) Benchmarks

- The median Estimated Total Compensation of your peer group of faculty at YSM (that is faculty with the same academic rank, specialty, and benchmarking degree) is **below the AAMC 25th percentile**.

- Here are the YSM benchmarks for your peer group of faculty. Faculty in your peer group range in years in rank at Yale from 1 to 10 years.

| Compensation Basis: Annual Salary | 25th Percentile: $254 | 50th Percentile: $270 | 75th Percentile: $283 |

Your Annual Salary is **greater than the 75th percentile** among your peer group of faculty at YSM.

| Compensation Basis: Estimated Total Compensation | 25th Percentile: $204 | 50th Percentile: $301 | 75th Percentile: $329 |

Your Estimated Total Compensation is **between the 50th and 75th percentiles** among your peer group of faculty at YSM.

While the benchmarks presented in this statement are made available by rank, they may be determined using compensation for faculty across a range of subspecialties, and there is not an adjustment for years of experience, years in rank, or faculty contributions and accomplishments related to the many diverse missions of the school, all of which may be an important consideration when comparing your personal compensation to the benchmarks.

The amount of actual variable compensation that you may receive depends on many factors—such as productivity, time worked, departmental/section finances—and therefore may vary from the amounts shown on this statement. The Estimated Total Compensation shown here is no guarantee of actual compensation that may be paid.
University of Oklahoma

- AAMC Faculty Salary Survey Report
  - Customized Salary Data; Every 5th Percentile for All Ranks, All Specialties – All Schools and Southern Region data
    - Standard Reports; Public Schools and All Schools
University of Oklahoma

• Background for New University President
  • Medical School Profile System
    • All Schools and Cohort Group: Student, Resident and Faculty Counts, Tuition, Graduate Indebtedness, Endowment and Financial Aid Comparisons, and Research Funding

• Operating Management Tool
  • Metrics: Days Cash on Hand, Operating Margin, Sponsored Exp. per NASF, Sponsored Salary Support per Full-time Research Faculty, Practice Plan Net Income, Days in A/R
Any Questions?

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