



Medical Affairs Advisory Committee (MAAC) Minutes
ConfRm-MMA-7323 and via Zoom (hybrid)
May 17, 2023, 7:30-8:30 am

Minutes of Meeting: 05/17/2023
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Advisory to: Marschall Runge, MD, PhD, Executive Vice President of Medical Affairs
Presenters: Paul Salow, Senior Director of Faculty Affairs, UMMG; Justin Dimick, MD, MPH, Chair of the Department of Surgery, UMMG; Ganesh Palapattu, MD, FACS, Chair of the Department of Urology, UMMG;
Guest: Paul Lee, MD, JD, Executive Director, UMMG

1. Paul Salow presented on “Faculty Economics and Planning: Retention, Hiring, Effort, Compensation, Demographics”

- UMMG retirement/termination averages at about 7% per year and is mostly constant over time, with no more than about plus or minus 1% variation.
- AAMC data, which include NIH top 20+, provides a benchmark comparison, for 5-year, Feb. 2017-2022 data, AAMC average 61% retention of faculty workforce, and with UMMS higher at 69%.
- Note that the data has many nuances, e.g. MDs as compared to Ph.D.s, how much research faculty do, clinical FTE, and with compensation benchmarks varying by department. Tenure track are retained at a higher rate, women tend to be retained at a lower rate. Fellows are included in the data.

2. Discussion on presentation include topics of:

- High rates of turnover may be localized in particular departments (e.g. the number of trainees in a department may impact the turnover rate); recent demographic shifts at Michigan Medicine; hiring initiatives in the last five-years aren't reflected in the data; a discussion on RVUs and how this impacts salaries; certain procedures, e.g. heart transplants, are not always be billed; potential positive impacts of using AI to do more accurate and complete billing.
- Challenge of, if the goal is to never be out of compliance, then this can impact salary, e.g. in relation to competitors; at UMMG, chairs may influence compensation levels; anecdotes of faculty leaving for higher salaries at other institutions; equity as an important value at Michigan Medicine; compensation as an important, but not the only factor impacting retention.
- Other factors may include collegiality, professional development, making a difference, and the quality of the academic environment; some turnover is good as leaders are developed and those who leave may be UMMG's biggest cheerleaders; example of how UMMG has worked to retain minority faculty; salary as important for the next generation of recruits, as well as issues of how people can feel valued, be engaged in a purpose, and not get burnt out.

3. General discussion and concluding remarks

- VP Runge invited MAAC's input on how to communicate with more transparency.



- Chair Difeo plans to provide an update on the work of the committee with the MM Faculty Wire.
- Interest in spreading the word about the committee more widely and recruiting representative from a larger variety of departments.

Meeting adjourned.

Respectfully submitted,

Ann Marshall, Faculty Governance Coordinator (FSO)