

Leadership Team

June 13, 2014 * Benedict E & F

Attendees: Nic Apostoleris, Bob Baldor, Katharine Barnard, Alan Chuman, Joe DiFranza, Dennis Dimitri, Steve Earls, Warren Ferguson, Beth Koester, Dan Lasser, Jim Ledwith, Melissa McLaughlin, Stacy Potts, Herb Stevenson, Linda Weinreb

Not present: Sandy Blount, Greg Culley, Frank Domino, Dave Gilchrist, David Polakoff

Brief Announcements

- We welcomed Diana Ong who was invited by Dan to join the meeting. She was completing a 1 week Flexible Clinical Experience focused on leadership.
- Dan, Warren and Linda recently met with a group of MassHealth employees in the Office of Clinical Affairs in Boston. A group of individuals led by Carolyn Langer will be pursuing faculty appointments in our Department. This was a brainstorming meeting to discuss how the OCA can be more academically involved. This summer they are planning to offer a health policy rotation which will expose medical students and residents to policy development related to clinical and pharmaceutical issues, utilization management, program measurement and analysis.
- Developing the new practice in Fitchburg is going along smoothly and is slated to open on July 1.
- New language has been added to the comp plan which now provides a definition of a full-time faculty member.
- PCPR – Work is underway at the clinical sites. There is a clinical steering committee and a behavioral health steering committee which Dan is co-chairing with Alan Brown. Tina Runyan is representing the behavioral health team and will be bringing new ideas back to the practices.
- Primary care access – Bruce Weinstein is chairing a committee which is looking more closely at access metrics to determine more appropriate measurement than what is currently included on the clinical system's scorecard. The current metrics make primary care look bad and the goal is to define metrics that make sense and propose them to the primary care practices.

Presentation: Successfully Executing the Faculty Search Process with Marlene Tucker, Director, Diversity and Equal Opportunity Office. Marlene provided an overview of the proper hiring processes which should be followed when recruiting a new faculty member. This training is required for all individuals who will participate in a search committee and is good for 5 years. Certificates were distributed to those who were in attendance for the training.

A3 Updates: Brief status updates were provided by Linda, Dennis, Warren/Beth and Stacy. Each team member reviewed his/her problem statement and shared with the group the progress that has been made and what challenges are being encountered as well as defining the goals and deadlines for many of the projects.

Feedback for Change: Alan's A3 focuses on the attitudes of the providers based in our clinical sites. Every 6 weeks a survey is distributed and returned and assesses physician satisfaction. Alan shared the data from the first survey (70% response rate). Physicians are reporting that much of their time is spent doing work that could be done by others and although the physicians would recommend their practice to family and friends needing care (72%), the results showed that only about 60% of respondents would recommend their practice as a good place to practice medicine, and 60 percent are confident that they will be practicing in their current practice in three years.

Budget: The Department has been ahead of budget for both April and May, though still behind budget YTD. Volume in the spring is better. We are currently benefitting from receiving fee for service dollars as well as PCPR dollars which is helping the bottomline. However, Alan did explain that we are still running a \$200k deficit given that we will not be receiving MassHealth supplemental funding which was budgeted. The FY15 budgeting process is underway and the Department will be developing the budget over the next 2 months.

Discussion: Faculty Time Allocations

Due to time, this agenda item was passed over and will be discussed with the team at the July 11th meeting.