

Leadership Team, July 11, 2014
Meeting Summary

Attendees: Katharine Barnard, Sandy Blount, Alan Chuman, Joe DiFranza, Frank Domino, Dave Gilchrist, Dan, Lasser, Jim Ledwith, Melissa McLaughlin, Linda Weinreb

Excused: Nic Apostoleris, Bob Baldor, Greg Culley, Dennis Dimitri, Steve Earls, Warren Ferguson, Beth Koester, David Polakoff, Stacy Potts, Herb Stevenson

Announcements

- Warren was in North Carolina to accept the NAO Andy Nichols Award for Social Justice.
- In the spirit of transparency, Dan announced to the team the decision to recently appoint Kristin Mallett to a Clerkship faculty positions. This replaces the time she was originally spending precepting at HFHC, which was discontinued.
- The Department is sponsoring 2 family medicine hospitalists as participants in the Quality Scholars Program this year: Trish Seymour and Saurabh Sharma.
- Gerry Gleich has taken a position with Fallon NaviCare as their Medical Director for 60% time. In addition to his nursing home work at St. Mary's, he will continue to see patients 1 session/week at the health center.
- We are recruiting in Barre and also for 2 positions in Fitchburg, 1 MD and 1 DO.
- Last week the new practice in Fitchburg officially opened its doors. Providers are seeing patients, billing in Allscripts and recently completed compliance training.
- FY14 Budget
 - The school and clinical system have differing viewpoints when it comes to strategic planning and direction and the Chairs are finding this challenging
 - The FY14 budget is ending and after a miserable first half of the year the Spring has shown improvements in volume, cash and bottomline.
 - Running 8-9% below budget for first half of the year and we are currently about \$200k in the red
 - The Dean has given the Department a sum of money to help the Department's bottomline. We can use it this year or next year but it is a one-time offer.
 - Alan reiterated that the incentive pool could also be at risk if money is need to hit our budget target
- FY15 Budget
 - Currently inputting data into the budget model and there is a \$300-400k problem going into next year.
 - No raises are being built into the budget except for junior faculty who are ramping up.
 - School is hoping to level fund the academic departments next year.

Brief: Annual Report

- Team discussed the value of the annual report and whether or not a printed version should be continued.
 - Many felt the annual report as a URL made sense with an overview message from Dan and imbedded hot links to areas on the website like Publications, Presentations, Service, Faculty etc.
 - More time should be spent developing and improving the website with less time devoted to a printed report
 - Sandy suggested that the Presentation section have links to the slide set used at the conference/meeting.

Brief: Response to RFP from Commonwealth Corporation

- Grant funds of up to \$250k per organization are available for efforts related to Primary Care Payment Reform. Three LOIs have been submitted:
 - Medical Group: Dan Lasser and Alan Brown – focus on behavioral health
 - Proposed teaching team of: Linda Weinreb, Ron Adler, Alan brown, Bob Levin, Marie Hobart, Jeff Baxter and Phil Bolduc
 - CWM: Tina Runyan and Linda Cragin – focus team development
 - Hospital: Ahmed Hussain – focus on EMR training
- Ideas for EMR grant
 - Pilot testing and spread
 - There should be a central repository where people can share the efficiencies they have discovered and are using in their site
 - Suggestion of a time study being done; doc has to see it in action for it to be valuable
 - Each site develops teams of 3 SuperUsers (Doc, NP, staff person) who work with teams at other sites
- Ideas for behavioral health – lots of variability in how we deliver BH across the practices
 - Look at CME opportunities
 - Case based consultation via videoconference
 - Staff training
 - Improve training in the residencies: dual interviewing
 - Use some funding for a traveling social worker in CMG based practices where this service is needed
 - Suggestion of limited didactics and integrate this training into chart rounds/grand rounds
 - Need to know more about team based care

Discussion: Faculty Allocation

Overall there were no major issues raised with the current allocations but some general concerns were raised:

- We only invest 5% in the Clerkship- is that enough, perhaps that is why we are behind Tufts?
- With Dennis being pulled away to the MMS, does it make sense to have 57% of the budget tied up in clinical leadership?
- We use school money for community health. If the school continues to chip away at our budget, will there be money to fund community health?
- What if Title VII funding goes away entirely?

The discussion did also focus on ways the Department could make money.

- Sandy is trying to build more business in the Center for Integrated Primary Care
- Look at doing more group visits (e.g. helping patients lose weight and incorporating nutritionist/dietician in visit) – would require a cost-benefit analysis
- Are there other Departments doing something that we can learn about and patent?