

**Leadership Team**  
**June 12, 2015**  
**Meeting Summary**

**Present:** Bob Baldor, Alan Chuman, Joe DiFranza, Dennis Dimitri, Frank Domino, Steve Earls (phone) Warren Ferguson, Dave Gilchrist, Dan Lasser, Jim Ledwith, Melissa McLaughlin, Stacy Potts, Tina Runyan (phone), Linda Weinreb

**Excused:** Nic Apostoleris, Katharine Barnard, Sandy Blount, Beth Koester, Val Pietry, David Polakoff, Herb Stevenson

**Next Meeting:** Friday, July 10

**Announcements:**

1. Sandy is reducing his time to 30% beginning July 1 and will continue to provide leadership for the Center for Integrated Primary Care. Dan has invited Tina Runyan to join the Leadership Team given her role as the Director, Primary Care Behavioral Health Fellowship.
2. We are recruiting for a Medical Director in Fitchburg. Beth Mazyck is someone who has expressed interest and is being interviewed for the position. Cheryl Divito was considering the position as well but recently accepted a Medical Director position at the Greater Gardner Community Health Center.
3. The call is out for the next cohort of Quality Scholars. Dan agreed to circulate the call to the Leadership Team to see if there is interest within the practices to complete the program. However, there is a concern whether the Department will be able to support time away from clinical care for this coming year.
4. The Department will undergo a 5-year review next Spring. Dan is looking for input on who we might invite as outside reviewers. He is expected to provide a list of 10 names to the Dean's office and the Dean will select and invite three to participate. In preparation for the review Dan would like to review the Department's strategic plan, vision, mission, values and metrics. The annual report and website will also be areas on which we will want to focus our attention. Dan will be working on the elevator speech for family medicine which will drive how we select images to portray family medicine on the Department's homepage.
5. David Loxterkamp will be the Visiting Professor for the Annual Putterman Lecture on October 6 (Primary Care Week/Month). Warren will be sending a note out to the team to see if anyone has ideas for an afternoon session/workshop. The annual department dinner is also scheduled for that evening and a 'Save the Date' will be sent out soon.
6. The Annual Faculty review process will kick-off this month with forms being circulated to faculty and supervisors the week of June 15<sup>th</sup>. Please schedule meetings with your faculty as soon as possible; completed forms are due by Friday, August 14<sup>th</sup>. The Education and Chair Award criteria was circulated to the team as a reminder that we will be soliciting nominees for these at

our September 11<sup>th</sup> meeting. Awards will be presented at the Department's Annual Dinner on October 6<sup>th</sup>. Additionally, 6-8 individuals who have met the "years at rank" for promotion will be provided a "preparing for promotion" worksheet that can be completed after s/he has met with a supervisor regarding the faculty review.

7. Dan informed the team about some decisions that have been made since the retreat in May and will affect the Department's budget:
  - a. Raises are being built into the budget for junior faculty and those where there are equity issues.
  - b. Bob is working with Jim and Stacy to determine how to reduce the residency budgets by \$100k for next year
  - c. The BH Fellowship has a green light to recruit 2 new fellows for the program. The goal is to get the 2<sup>nd</sup> year fellows licensed so that they can bill for clinical services. Dan will be meeting with Ali and Tina to discuss further.
8. Bob will review/re-circulate the "Education" action items generated at the Spring 2014 Leadership Team retreat to the responsible individuals. Much of the work is underway but some activities need reminders.

#### **Discussion: Education Metrics**

Bob presented the Department's education metrics for pre-doc and graduate education.

1. Debunk the myth that as a student you must apply to 20 programs to increase chances of matching in family medicine
2. The graphs depicting ABFM pass rates are misleading for the Fitchburg program. Up until now the DO residents have not had to take the ABFM exam, just the AOA. Beginning next year the Fitchburg DO residents are required to take the ABFM exams and they are feeling stressed about preparing for both. Bob and Alan will review the agreement proposed which asked the Department to cover a portion of the cost for these residents and follow-up with Jim.
3. Fitchburg slide focused on how far the program went down on the rank list to fill also needs to be reworked given that it participates in two matches. Melissa will work with Bob and Jim to readjust for next time.
4. The Geriatrics program should also be added to the attrition tracking slide.
5. As a Department we are interested in residents who end up practicing in underserved areas. The slide tracking where our residents are employed at graduation should reflect if they select a position at a CHC not only w/in MA but also a CHC outside of MA.
  - a. Do we need to drill down further into this data? Is it a good thing to be turning out docs that do hospital work or go on to a fellowship – should data be more detailed?
6. Internally we may want to track the number of students who matched with a UMass site for residency (e.g. 2015 1/11, 2014 3/13, etc), especially for medicine and pediatrics.
7. Family Medicine has a marketing problem that needs to be addressed. UMass should be able to recruit more than 9% of students into family medicine. With the class size due to increase, the team discussed the need to find new ways of accommodating more 3<sup>rd</sup> year students within the

health centers. The health centers have LPPs, NP students, pharmacy students, Harvard/Tufts students rotating at the sites as well? Is this what we want? What are our priorities?

- a. The SLT met after this meeting and agreed that Frank and Stacy would lead an A3 dedicated to increasing student interest in family medicine.