

Leadership Team Meeting Summary

November 13, 2015 * 7:30am * Benedict E &F

Attendees: Baldor, Barnard, Chuman, Domino, Earls, Ferguson, Koester, Lasser, Ledwith, Mazyck, McLaughlin, Potts, Runyan, Stevenson, Van Duyne, Weinreb

Excused: Byrne, DiFranza, Dimitri, Gilchrist, Polakoff

Announcements:

Salaries/Raises – Alan has almost finished notifying faculty about changes in salary if s/he was eligible for a raise. Raises, for those who are getting an increase, will show in a pay check in the next couple of weeks, retro to October 1. FY15 incentives will be paid out on December 11.

Faculty climate survey – A total of 61 people completed the recent faculty climate survey. Dan, Alan, Melissa and Bob will be meeting with Lee soon to review the data.

December Leadership Team meeting – Our meeting next month will be devoted to a prioritization exercise which focuses on the list of Departmental challenges we discussed at the last retreat (attached). We will also review the most recent faculty climate survey data as well as the revised Vision, Mission and Values statements.

McConarty retirement – Dr. Peter McConarty is retiring after over 30 years of service in Fitchburg. A farewell event is being held at Rye & Thyme in Leominster, Thursday, November 19 at 6pm. If you would like to attend, please email Melissa (melissa.mclaughlin@umassmed.edu).

Recent award nominations:

- Linda Weinreb, STFM Curtis Hames Research Award
- Melanie Gnazzo and Olga Valdman are being nominated for the STFM New Faculty Scholars Award

Group Practice Retreat – The Group Practice Management Team (Chairs and senior executives) held a strategic planning retreat last month, and developed a list of priorities for 2016. Workgroups are being developed for the following areas:

- Epic implementation
- Governance
- Growth
- Identity/Branding
- Physician engagement
- Population health
- Service culture

Wellness Committee – Tina Runyan and Ginny Van Duyne are co-chairs of a new Department Wellness Committee consisting of faculty and staff. The committee includes: Heather Alker, Stephanie Carter-Henry, Frank Domino, Amy Feeley, Mary Flynn, Joyce Landers, Monica Le, Len Levin, Beth Mazyck and Sherrilyn Sethi. The first meeting should take place later this month.

Holiday Party – Judi and Dan Lasser will host a holiday party at Cyprian Keyes on Friday, December 11. A save the date has gone out electronically and final invitation will be sent in the next week.

Discussion:

Warren kicked-off the discussion focused on community health. There is a lack of visibility about what is going on in community health and how it impacts the Department. After a brief PowerPoint presentation the following ideas and suggestion were discussed:

- May want to focus more locally than nationally to be more visible and attract the attention of those we feel are important (i.e. UMMMC, UMMS)
- We are a state university and need to have more of a statewide focus
- Need clarity about what the goals are
- Residents are not always sure about where to go when trying to pull together projects/electives – transparency to learners could be improved
- Within the Dept physician faculty are missing resources that they have access to for patients
- “Community Benefit” – do we get anything out of it; constantly being forgotten
- There are not a lot of resources and a lot of work may be important but at a cost of other activities where we have gotten some national recognition
- Need to focus on our role as collaborator/partner not leader
- Should one of our goals be better integrating community health into our practices; current goal says that without being specific to “our own practices”
- Adding social workers in the practices is important to community health at practice level; get them involved in the community health steering committee and find opportunities to collaborate with them on articles/projects
- Needs to be better coordination – one central area for resources
 - Warren reminded the team about the Community Health Toolkit which is updated periodically and available on the umassmed.edu/fmch site
- There was a suggestion to pick 2-3 things we want to try and get a grant to pay for it, however we don’t have the people power. Finding a partner on an opportunity like this is possible
- Need a 1,3, 5 year road map and then identify the most important 2-3 projects
- The objectives:
 - Don’t mention the clinical practices
 - All about serving, not standing on our own
 - If our priority is to focus more locally we need to clarify that; choose what our priorities are
 - Want to see the benefits at a local/community level
- Community and population health as described by ACOs – could it raise us regionally and nationally?
- **ACTION:** Warren will take the feedback and flesh out the tactics that currently exist, develop a 1, 3, 5 year plan and bring it back to the Leadership Team

Linda picked up after Warren giving a brief overview of the status of Research within the Department. After the presentation, the team provided some thoughts for discussion and consideration:

- Language included in the Goal within strategic plan is dated – needs fresher language; reference population health
- Should remove socioeconomic/racial - health disparities covers these
- Currently working with HFHC on high utilizers and bringing scholarly focus to clinical innovations
- Look at non-traditional grants; part-time grant writer
 - Warren notes that CWM have people continually scanning for new grant opportunities
 - K-awards are an option but require a career track researcher
 - Linda notes this is not a good fit for research type grants; need a content expert
- Think about contacts we have at other institutions that may have opportunities
- Need to be more forward thinking; should include in the goals, "expand core research faculty"

Flip Chart Notes

Community Health:

- Community health or is community and population health
- Increase focus on the state; less nationally
- Learners need to know where to go for services or need help (e.g. inpatient)
- In the overall goal add "our"
- Visibility is an issue in the Department
- We need a road map
- Mention the practices

Research:

- Scholarship, dissemination belongs in the infrastructure
- Goal: add health services research
- Issues that impact on practice and health
- Delete racial, relevant
- Add sponsored
- Get credit for CWM grants
- Look for nontraditional funders, resources / expand
- Hire a grant writer
- Create roles for clinical faculty on CWM projects