

Leadership Team

February 12, 2016

Meeting Summary

Present: Bob Baldor, Katharine Barnard, Tom Byrne, Alan Chuman, Joe DiFranza, Dennis Dimitri, Frank Domino, Steve Earls, Warren Ferguson, Dave Gilchrist, Beth Koester, Dan Lasser, Jim Ledwith, Melissa McLaughlin, Tina Runyan, Herb Stevenson, Ginny Van Duyne and Linda Weinreb

Excused: Beth Mazyck, David Polakoff, Stacy Potts

Announcements

1. **Spring Faculty Retreat and Leadership Team Retreat:** The retreats scheduled for April 8th have been cancelled due to the timing of the 5-Year review visit. We are planning an overnight retreat for September 30 – October 1 (Location: TBD).

The Leadership Team will still meet on April 8 for a standard meeting 8-9:30am in Benedict E & F.

2. **Budget:** Through January we remain on budget for bottom line, RVUs and expenses. No alarm bells for this fiscal year. We will begin the FY17 planning process soon.
3. **5-Year Review:** We are still accepting RSVPs for the Town Hall Breakfast meeting, 7:30-9am at the Beechwood Hotel. Faculty need to be freed up to attend. Please encourage your clinical faculty to participate.
4. **STFM Annual Spring Conference:** Warren Ferguson will be giving the closing plenary at the STFM conference on May 4th, which is the last day of the meeting. Please plan to stay for what is sure to be a knock your socks off talk.
5. **EPIC Update:** David and Marcy recently traveled to EPIC in Verona, Wisconsin for a 2-day training in December along with a team from UMass, which included physicians from across the organization and people from the IT department. Over the past 6 weeks, they have been involved in two separate week-long sessions where they help design how we will use EPIC through collaborative design sessions. Going into the spring, they will be involved in similar sessions that will focus on the content build out for EPIC. In addition to these sessions, they are involved in a partnership council for ambulatory care where escalated issues are discussed. As relevant issues have come up for specific areas in the department, they have pulled in providers such as behavioral health integration and hospital medicine. You should have Marcy or Dave if

you have any questions.

6. **Wellness Committee Update:** The wellness committee has been meeting monthly since November and have accomplished the following to date: (1) a needs assessment of faculty and staff to define wellness and identify opportunities at each site which we are analyzing now and trying to determine what offerings make sense at each site and how to do them and if there is any associated costs; (2) developed proposed language for leadership team to consider adding to annual faculty review about wellness; (3) in the process of a comprehensive department-wide burnout and work satisfaction survey and will be able to analyze de-identified results next month (? maybe a grand rounds); (4) working to develop an online platform for department wellness using Library Guide; and (5) several members of the wellness committee volunteer for and being trained as Mindfulness Champions at the Center for Mindfulness and will begin offering weekly 'sits' at the various UMMHC campuses.
7. **Grand Rounds Archive:** We finally have a Grand Rounds Archive up and running on our website. You can access it here: <http://www.umassmed.edu/fmch/faculty-resources/gr/>. The Grand Rounds for 2013-2015 are available by topic area. The 2016 topics are currently available by month. At the end of 2016 we will decide if it makes sense to roll the past year's topics into the larger archive document by topic area.

Brief Items:

The group welcomed Tom Byrne who was joining us for the first time.

Dave gave a brief review of his ongoing A3 related to Increasing Clinical Revenues. The team engaged in a short discussion about some of the ideas previously generated by the group.

- Melissa will work with Dave before the next meeting to see if a SurveyMonkey survey might help us get our list reduced to 3-4 ideas that will work on over the next year.

We reviewed two policies:

Publishing in Open Access Journals

Linda presented the team with a draft policy for review and input. These journals can be very expensive so the Department will review these requests as needed. The following are the guidelines that have been established:

- The journal must have a peer-review process for all manuscripts submitted.
- The journal must have an impact factor of at least 1.0 or be listed in the JCR: Journal Citation Report.
- The journal must be indexed in PubMed or PsychInfo, or another major indexing database such as the Directory of Open Access Journals (DOAJ).

- The author(s) must have initially tried to publish their work in a relevant journal that doesn't include publishing fees before seeking out an OA journal (unless there's a legitimate reason for going directly to an OA journal). No 'hybrid' OA journal publishing fees will be approved.
- There must be prior departmental approval for funding before attempting to publish in an OA journal.
- The department expects that publishing fees be shared between the author(s) (at 25%) and the department (at 75%). However, faculty who have access to funds through grants, contracts and/or indirect resources must pay this fee themselves.
- Departmental funds for OA publications are a 'funding source of last resort'. These funds are only available for publications for which no other sources of funding are available.
- Only salaried faculty and those faculty at FHCW are eligible to apply for these funds.
- The faculty member applying for funds must be the first author of the publication.
- An individual can receive funds to support an OA publication no more than once every two years.
- Faculty are strongly encouraged to build dissemination costs into future grant/contract budgets.
- The Department will establish a cap of available funds each year.

ACTION: If you have any comments or suggestions you should email Linda by Friday, February 26th. Otherwise this policy will go into effect as written.

Copyrighted Material and Royalties

This policy goes into effect immediately and will be added to the comp plan for FY17.

Any copyrighted curricula or on-line courses that are developed by faculty as part of their responsibilities as an employed faculty member in the Department are solely the property of the Department and UMass Medical School. Similarly, all income derived from the sale of such material to external sources is to be deposited into Department revenue accounts, which are subject to medical school taxes or fees attached to such accounts. Any proposal to share net revenue derived from the external sale of such materials or content with faculty will be developed by the Department's Senior Leadership Team, and submitted to the Medical School's Office of Technology Management and Chief Administrative Officer for approval.

Discussion: Developing a Pilot Program to Change Health Center Involvement in the 3rd Year Clerkship

Dan circulated the summary page of the Education section as it appears in the 5-Year review self-study narrative. The feedback was to provide a few highlights about the improvements in the WFMR over the last few years.

Bob shared his proposal for how to provide a more dynamic health center experience for the clerks. We have used the same preceptorship model for a long time and we need to move towards a different model where we can accommodate 4 clerks at a time at any health center.

He shared the idea of having a family medicine track where we would manage the students' LPP experience, 3rd year clerkship, optional activities at site X.

Linda Cragin has \$30,000 for this year and potentially another \$30,000 for next year that she would like to contribute to better developing this idea. Are there needs within the health centers that this money could be used for? It was suggested that this money could go towards offset for faculty time to develop a health center champion.

ACTION: Medical Directors are invited to submit a brief proposal detailing how the \$60,000 *(max) could be used. Linda Cragin is very interested in making an investment and hopes to be able to report about the outcomes we achieved through these funds.