Leadership Team

September 8, 2017

Meeting Summary

Present: Lasser, Dimitri, Baldor, Mazyck, Chuman, Flynn, Seymour, Van Duyne, Hernandez, Weinreb, Gilchrist, Shields, Koester, Lindholm, Potts, Ferguson, Runyan, Stevenson

Excused: DiFranza, Pietry, Domino, Polakoff, Earls

Brief announcements

1. Upcoming events: Putterman Lecture by Jennifer DeVoe on September 12 at Noon and a UMMMG Business Meeting on September 19 at 7:30am. Both events will be held in the Memorial Amp.

2. The Call for Quality Scholars was recently distributed. If you have a faculty member in your practice who would like to complete the program, s/he will need to complete a short application and have it approved by Dr. Lasser.

3. Heather-Lyn Haley is stepping down as one of our two faculty representatives on Faculty Council. An announcement will be going out shortly looking for new faculty willing to represent the Department in this important role. The time commitment is minimal and involves participation in one meeting on the first Thursday each month from 4-6pm. The Department will hold an election once nominees have come forward.

4. A small working group has convened to discuss the future of Grand Rounds. The discussion will focus on topic selection, a possible rotation of core board review topics for residents and the whether or not the Memorial Amp should continue to be the location for invited speakers to present.

5. UMassMemorial did not sign a Medicaid ACO contract with MassHealth. The system felt that there was too much risk and the proposed rates were too low.

6. There have been two new leadership changes:
   - Mary Lindholm will serve as the Interim Medical Director for the Benedict Family Medicine practice replacing Joe DiFranza who will leave at the end of September.
   - Trish Seymour will serve as the Interim Chief of the Family Medicine Hospitalist Service replacing Beth Koester who also leaves us at the end of this month.

7. Dennis Dimitri announced that the MAFP is looking for physicians to join their Education Committee which helps develop the annual spring refresher content. Anyone interested should contact Dave Gilchrist. The time commitment is minimal with a few conference calls prior to the annual meeting.

8. Warren Ferguson announced that Jennifer Bradford and Heather-Lyn Haley are trying to conduct focus groups with physicians to discuss racism in patient care. If you have a group that would be interested in participating, contact Jennifer or Heather and they will come to you. Additionally, there may be a focus group convened during breakfast at the retreat. As a participant, you will receive a complimentary meal and $75 in gift cards.
Education Award Nominees

Each member of the leadership team who nominated a faculty member for an Educational Incentive Award, Chair Award, or Outstanding Community Clinician Award, took 2-3 minutes to present their nominee to the team. Dan Lasser also presented nominations for each award made by the Chief Residents. All Educational Incentive nominees will be placed on a ballot via SurveyMonkey and members will be able to vote for their top 5. The SLT will make the final recommendation to the Chair. The SLT will also make the final recommendation to the Chair for Outstanding Community Clinician. Dan Lasser will decide on who will receive a Chair Award.

Discussion: Recruitment

Dan Lasser gave an overview on the recruitment process which is managed by our physician recruiter, Carolyn Jacobs. All open positions are subject to a search once posted. Dan, Carolyn, Dennis Dimitri and the Medical Director/leader where the position is available along with other faculty participate in the process of interviewing each candidate.

Most of the discussion by the group related to the recruitment of residents within our two programs.

- For residents who express interest in an open position, as a courtesy they should have a preliminary screening with the Director
- Even if a resident is thought to not be a match for a particular open position during the screening process the interviewer may get a better sense for where s/he would be a match
- Residents are a loyal group and having a process that is followed and transparent is extremely important. They would not consider a position if a colleague did not have the same opportunity applying for an open position.
- The residents are our learners and beginning to look for their first job is an important experience. By going through the process of interviewing, we are teaching them an important skill.

**ACTION:** Dan will invite Carolyn to a Fall Leadership Team meeting to answer questions and continue the discussion.

**ACTION:** In an upcoming Monday Memo provide the link to the Medical Group Physicians Openings web page so faculty are aware of all the openings across the Department.

**ACTION:** Consider adding a link to the Careers page for EMK and FHCW noting that our affiliated sites also offer full spectrum family medicine opportunities.