



YEAR IN REVIEW AND VISION 2030 PROGRESS

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MAY 11, 2023

KEY ACCOMPLISHMENTS 2022-2023 (1)

UME:

- 12 students chose FM (2 staying at UMass)
- Highly rated FM clerkship
- UMass Chan retains high ranking in primary care education

GME:

- Outstanding, diverse classes of 2025 and 2026



**KEY
ACCOMPLISHMENTS
2022-2023 (2)**

Clinical:

- Comprehensive primary care
 - Year over year growth in visits at all UMass Practices
- Growth in integrated behavioral health visits
 - 2022 8561
 - 2023 on track for almost 9000
- Delivered babies
 - 2022 415
 - 2023 on track for 474
- Expansion of Primary Care Sports and Exercise Medicine
 - Expanding from 2.5 to 4 FTE (including 2 starting this summer)



**KEY
ACCOMPLISHMENTS
2022-2023 (2)**

Research:

- Growth of research group
 - Alison Karasz, PhD
 - In discussions with FM junior investigator
- 5 ARC pilots funded
- Increasing grant portfolio
- Blue Ridge ranking #27 for NIH funding to FM dept



LEADERSHIP- DEPARTMENT AND BEYOND

VC of Community Health (Hugh Silk)

New leadership roles at UMass Chan

- Assistant Dean for Clinical Curriculum (P Seymour)
 - Dean of Admissions (T Kedian)
 - Social Justice and Advocacy Pathway Lead (H Silk)
 - Center for Academic Achievement (K Barry)
-
- Associate Dean for Graduate Medical Education (S Potts)



OPEN LEADERSHIP POSITION

- National search will begin for **Vice Chair of Education**
- Help us source outstanding candidates



EXISTENTIAL THREATS: “POST- PANDEMIC” *WICKED PROBLEMS*



Clinical workload impacting academic time and overall work life rhythm



Changing patient expectations of what a medical home should look like



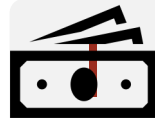
Pay (and workload) relative to other disciplines influencing student interest



Staffing challenges exacerbated by the ‘big resignation’



Inadequate supply of primary care clinicians



Major financial challenges across healthcare (especially safety net settings)- endless search for cost saving



BUDGET REALITY

- **School**

- Hiring freeze
- 4% reduction
- All Vista roles fully funded
- All “special allocations” under scrutiny
- Review of base allocation started

- **Clinical**

- Very painful budget process for FY24 underway
- Looking to close \$139m operating loss for viability of system
- Asking FMCH to find \$2.6m



STRATEGIC INVESTMENTS

- Epic Mastery Taskforce
- Faculty Development and Mentorship
 - Individuals for TOT, Safety Scholars, PLDP, JFDP
 - Bloomberg Fellowship, ADFM Leads Fellowship
- Support for scholarly projects
- Scribe Fellowship
- Qgenda scheduling platform
- Point of Care Ultrasound
 - Ultrasound unit upgrades and additional handheld units
 - Focus on curriculum and faculty development
- Coming soon- APP leadership role within FMCH



WORK/LIFE RHYTHM (1)

High functioning teams

- Overall staffing levels improved yr over yr
- Transitioned to MOAs
- Piloting new models of APP engagement and support
- New models for urgent access

Advocacy for appropriate staffing and support

- Finalizing risk adjusted panel assessment
- Data gathering to characterize and quantify our non-visit related work



WORK/LIFE RHYTHM (2)

Fully integrated and efficient EMR

- "Home for Dinner" initiative (<https://www.fmhome4dinner.com/>)
- Participation in AI scribe pilot
- Bacc-MD fellowship scribes increased from Yr 1 (4), Yr 2 (8)
 - Recruiting for AY 23-24



WORK/LIFE RHYTHM (3)

Build accountability and reasonable/realistic expectations at all stages of careers

- **Adequate faculty support**
 - Enhance revenue capture
 - Mass Health ACO- step toward VBC (though financial implications unclear)
 - Improvement through identifying outliers (under coding)
- **Improve funding for protected scholarship time**
 - Mark Quirk returning part time
- **Address Information Overload**
 - Reduce email while increasing access to information
 - Shift to cloud-based teams for access to resources



COMMUNITY ROLE

Deepen engagement with community entities

- Community Health Committee Reconvened
- Numerous student and faculty projects

Identify collaborative grant opportunities

- Worcester Foundation Grant (Hands Only CPR for At-risk Populations)
- Fitness in the Parks evaluation

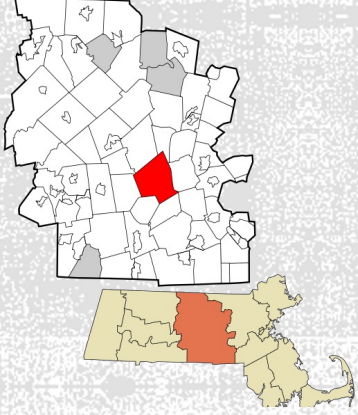
Develop strategy to support faculty for community engaged projects/scholarship

- Mick Huppert award now has faculty support
- Added effort for project guidance (J Savageau)
- Increasing data management support (in collaboration with DOM)

Lead longitudinal, inter-professional, engaged training in community health

- Creating opportunities with local organizations for Pathway Longitudinal Projects, PCHC, etc
- Summer Community Health Assistantships (placed 17 students)
- MassAHEC Rural and Urban Health Scholars includes GSN students





VISION 2030

MA FAMILY MEDICINE LEADERSHIP

Regional collaboration and leadership

- Program leaders engaging with Mass group
- NE FM Chairs exploring
- ARC collaborations with Baystate, Lahey

Broad involvement in MA organizations

- Primary Care for You
 - Town Hall Dec 2022
 - Endorsement from Eric Dickson and met with Chancellor Collins for his support
- Advocacy focus today!

Enhance mentorship to develop leaders in all areas

- Launching revised culture of mentorship!



RECOGNITION AND RESPECT

Salary competitiveness

- Sullivan Cotter salary analysis near completion
- Internal analysis- we remain competitive with MGMA academic but not with market
- *Eventually benchmark to maintain competitiveness?*

Elevate profile and relationships among other departments

- Continue to aggressively nominate faculty for awards (local, regional and national)
- Continuing strong relationships with OB GYN, Ortho, Medicine
- *No progress on developing a plan to enhance our clinical brand*

Develop a capital investment plan to improve clinical infrastructure and digital health and technology

- *Research hire*
- *Philanthropy*



DEPARTMENT INTEGRATION

Academic time for every faculty member (10% offset/ 12.5% for URIM)

- *Clinical and grant revenue!*

Researchers in ALL clinical sites/divisions

Additional hires (2)

Identify research fellows, post docs, minority supplements

Enhance capacity for synergy and collaboration

- Strengthen Epic data infrastructure
 - 50% analyst at OCI
- Strengthen data management capacity
 - Interim strategy to increase data management support through DOM
 - *Build grant portfolio – ultimately support data manager in FMCH*



EMBRACING DIVERSITY

- Regularly assess climate for faculty, learners and staff
 - FMCH department climate survey (April 2021 and Jan 2023)
 - SOAR survey April 2021 (*date to repeat TBD*)
- Developed Department Equity Action Plan with DEI (Chan) and DIO (Memorial)
- Develop process for response to mistreatment and microaggression
 - Nearing completion
 - Will train 6 faculty ombudsmen
 - Pilot process by end of 2023
- Foundational Training
 - Multiple opportunities for exposure to Restorative Justice
 - 3 Faculty trained as RJ facilitators
- Pipeline/Pathway Programs
 - Scribes





FMCH MISSION STATEMENT- Please Weigh In!

We pioneer novel programs devoted to clinical care, medical education, research and health policy in Family Medicine and in Community Health, with a special focus on the health of populations who are most at risk. We foster partnerships and collaboration, enhancing and spreading innovations that improve health.





ENGAGING WITH DEVELOPMENT OFFICE(S)

- Priority for the coming year
- Help us position ourselves to identify philanthropic support
- Contribute your ideas by following the QR code
 - Ideas from small (10k), moderate (100k), and large (1m)
 - How does the initiative help us achieve Vision 2030

