



Tomorrow's Doctors, Tomorrow's Cures®

**AAMC's Group on Faculty Practice
Summer Symposium**
provided in collaboration with **University HealthSystem
Consortium's (UHC) Group Practice Council**

Supported in part by an unrestricted educational grant from The Academic Group, The Bard Group, Deloitte, ECG Management Consultants and PivotHealth*

July 19 - 22, 2007
InterContinental Mark Hopkins
San Francisco, California

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Association of
American Medical Colleges

Final Agenda

(room names in parentheses)

Thursday, July 19

- 5:00 – 7:30 pm Registration (*West Lobby Terrace*)
- 6:00 – 7:30 pm Welcome Reception (*Room of the Dons*)

Friday, July 20

- 7:00 am – 5:00 pm Registration (*West Lobby Terrace*)
- 7:00 – 8:00 am Continental Breakfast (*Room of the Dons*)
- 8:00 – 8:15 am Welcome (*Peacock Court*)

David A. Spahlinger, M.D.
Executive Medical Director
Faculty Group Practice
University of Michigan Medical School

Lisa Anastos
Chief Administrative Officer
Northwestern Medical Faculty Foundation
Northwestern University, The Feinberg School of Medicine

- 8:15 – 9:15 am Keynote Speaker (*Peacock Court*)

Darrell G. Kirch, M.D.
President
Association of American Medical Colleges

- 9:15 – 10:15 am **Evolution and Roles of Faculty Practice Plans** (*Peacock Court*)

Thomas Heckler
Chief Executive Officer
OHSU Medical Group
Oregon Health and Science University

Friday, July 20 continued

Thomas E. Sibert, M.D.
Associate Vice Chancellor
President, Group Practice
David Geffen School of Medicine at UCLA

10:15 – 10:30 am Break

10:30 am – 12:15 pm **Concurrent Breakouts**

Track A: Transitioning to a Group Practice Model: Governance and Operating Models (Peacock Court)

Moderator:
Earl J. Brigham
Principal
ECG Management Consultants

Speakers:
Thomas Heckler
Chief Executive Officer
OHSU Medical Group
Oregon Health and Science University

Stephen A. Valerio
President and CEO
Loyola University Physician Foundation
Loyola University Chicago Stritch School of medicine

Making the decision to develop a group practice or determining how far along the continuum to go towards an integrated multispecialty group can be tricky business. Understanding the organizational, political, and financial factors that come to bear on these decisions is critically important to making the right choice for your group. This breakout session will include both an overview of salient points to consider as well as the tales from two established faculty practice plans, as they reflect on their journeys and the successes and challenges they encountered at various stops along the way.

Friday, July 20 continued

10:30am – 12:15 pm **Concurrent Breakouts**

Track B: Enterprise Strategic Planning (California)

Moderator:

J. Charles Cosovich

Principal

Kurt Salmon Associates

Speaker:

Thomas McAfee, M.D.

Associate Dean for Clinical Affairs

University of California San Diego School of Medicine

Boosting the success of the academic medical center enterprise beyond that which relates to the individual achievements of the component entities requires collaboration between the interested parties. At that level, the paradigm shifts to identifying common interests and opportunities for joint planning and shared goal setting, while continuing to respect the specific interests of the hospital, faculty practice plan, and medical school. In this breakout session, understand how several academic medical center communities across the country have approached such collaboration and how they have successfully navigated new levels of partnership.

Track C: Enterprise Funds Flow (Six Continents)

Moderator:

Ethan Arnold

Managing Director

The Chartis Group

Speakers:

Norman Botsford

President and CEO

University Physicians Healthcare

University of Arizona College of Medicine

Beth B. Johnston

Executive Director

Clinical Practice of the University of Pennsylvania

University of Pennsylvania School of Medicine

Friday, July 20 continued

Understanding the sometimes complicated flow of funds between a hospital, faculty practice plan, and medical school can help to insure the long term financial health of all three entities. Tackling issues such as the fundamental principles regarding short and long term financial support, exteriorizing (and determining whether to continue) historical arrangements, assigning responsibility for a wide array of costs related to all parts of the tripartite mission, and identifying mechanisms to create appropriate incentives are all part of the exercise. Learn from colleagues who have participated in such reviews and the decisions they faced as they negotiated amongst themselves.

12:15 – 1:15 pm Networking Lunch (*Room of the Dons*)

1:15 – 3:15 pm **Current Events in Quality & Safety in Clinical Care**
(*Peacock Court*)

Carl A. Sirio, M.D.
University of Pittsburgh
Schools of Medicine and Pharmacy

Physician quality initiatives and pay for performance activities have been moving forward at a rapid pace, particularly since the initiation of the CMS Physician Quality Reporting Initiative (PQRI). Dr. Sirio will present an overview of the activities and organizations behind the physician quality agenda. A focus on clinical measure development will be provided as well as discussion about relevant physician education and certification activities.

Case Study: The Geisinger Experience: Navigating the CMS Physician Group Practice (PGP) Demonstration Project and the CMS Physician Quality Reporting Initiative (PQRI)

Albert Bothe, M.D.
Associate Chief Medical Officer
Chief Quality Officer
Geisinger Health System

Mark Selna, M.D.
Associate Chief Innovation Officer
Division of Clinical Innovation
Geisinger Health System

Friday, July 20 continued

This session will provide insights on lessons learned from the CMS Physician Group Practice (PGP) Demonstration Project and its potential implications for academic medical centers and future CMS activity. Additionally, the speakers will present their institution's approach to preparation for participation in the Physician Quality Reporting Initiative (PQRI) and lessons learned.

3:15 – 3:30 pm

Break

3:30 – 5:00 pm

Current Issues in Health Care Policy (*Peacock Court*)

Moderator:

Darrell G. Kirch, M.D.

President

Association of American Medical Colleges

Panel:

Troyen Brennan, M.D.

Chief Medical Officer

Aetna Inc.

Thomas H. Lee, M.D., M.S.

Co-Director, Clinical Initiatives Development Program

Brigham and Women's Hospital

A number of critical issues face the health care industry and academic medical centers today, including quality and safety, pay for performance, the uninsured/underinsured, malpractice insurance and the role of employers and insurers, to name but a few. Two nationally renowned speakers and authors will present their views on health care policy issues facing the nation. Dr. Darrell Kirch will then serve as moderator for an interactive and lively question and answer and discussion session with meeting participants.

5:30 – 7:00 pm

Reception (*Rooms of the Dons*)

Saturday, July 21

7:30 am – 3:00 pm Registration (*West Lobby Terrace*)

7:30 – 8:30 am Breakfast (*Room of the Dons*)

8:30 – 9:45 am **Faculty Practice Plan Executive Compensation: Overview and A Few Surprises** (*Peacock Court*)

Cory Shaw

Executive Vice President

Chief Administrative Officer

University of Nebraska College of Medicine

As faculty practice plans have evolved and executive compensation has become an increasingly important issue on the national agenda, compensation for practice plan key executive staff positions has generated much interest and discussion. Further, as increasing numbers of physicians assume practice plan leadership roles, the nature of those positions, percent effort required and appropriate compensation has also become an issue of key importance. This session will provide insight into some recent survey and research activity related to these topics and invite audience members to react and to inform future survey and research work in this area.

9:45 – 10:00 am Break

10:00 – 11:00 am **The New Role of Compensation Committees** (*Peacock Court*)

T.J. Sullivan

Partner

Drinker Biddle & Reath, LLC

Lisa Anastos

Chief Administrative Officer

Northwestern Medical Faculty Foundation

Northwestern University, The Feinberg School of Medicine

As the regulatory environment changes and not-for-profit entities face more scrutiny regarding compensation for top leadership positions, learn what you need to be aware of and how to ensure full compliance with relevant requirements.

Saturday, July 21 continued

This session will include both an overview of the regulatory landscape and one practice plan's approach to keeping pace. Both the conceptual aspects and procedural elements related to compensation committee activities will be addressed.

11:00 am – 12:00 pm **Developing Compensation and Incentive Plans: Key Foundational Issues** (*Peacock Court*)

Jim Moss

PRM Consulting

Managing Director and Founding Partner

All compensation plans, particularly those including incentive components, need to be based on core models and philosophies. The presenter will discuss key features of successful plans and a variety of findings and approaches across several industries.

12:00 – 1:30 pm **Lunch and Business Meeting** (*Room of the Dons*)

Keynote Speaker:

Richard D. Krugman, M.D.

Chair, AAMC

Dean and Vice Chancellor for Health Affairs

University of Colorado School of Medicine

1:30 – 3:00 pm **Hospital/Practice Plan Collaboration to Support Recruitment: A Pediatric Practice Plan Case Study** (*Peacock Court*)

Sanford M. Melzer, M.D., M.B.A.

Senior Vice President, Strategic Planning and Business Development

Seattle Children's Hospital & Regional Medical Center

Faculty recruitment and retention issues are of increasing concern to practice plan executives and medical center leadership. This speaker will identify challenges in recruiting faculty to academic centers and a case study that identifies some successful recruitment and retention initiatives including: hospital / practice plan collaboration, providing competitive compensation in an environment of specialty shortages, blending clinical and academic career goals and specific recruiting tools and techniques.

Sunday, July 22

7:00 – 11:30 am Registration (*West Lobby Terrace*)

7:15 – 8:15 am Breakfast (*Room of the Dons*)

8:15 – 9:45 am **Improving Faculty Practice Plan Performance** (*Peacock Court*)

Managing Access to Clinic Appointments – The Devil is in the Details: A simple way to monitor the key variables regulating appointment access

James J. Potyraj

Executive Director, MCV Physicians
Associate Dean, VCU School of Medicine
Virginia Commonwealth University School of Medicine

From Data to Information to Action: Maintaining a High Performance Clinical Practice Organization

Scott Hofferber

Chief Operating Officer
University of California San Diego School of Medicine

Faculty practice plans face the continuing challenges of providing appropriate appointment access to patients and identifying models to support and maintain the clinical practice activities of faculty. Appointment access is easy to measure but difficult to manage. The first speaker will present a broad approach to assessing and managing appointment access based on a data driven model. The second speaker will present insights into using data to identify physician activity, define goals and develop compensation plans.

9:45 – 10:00 am Break

10:00 – 11:15 am **The Dickler Report** (*Peacock Court*)

Robert Dickler

Senior Vice President
Division of Health Care Affairs
AAMC

Sunday, July 22 continued

An ever-popular Summer Symposium session, Mr. Robert Dickler will present an update on a variety of “inside the beltway” Washington, D.C. health care issues and activities, implications for academic medical centers and future trends and issues for consideration.

11:15 – 11:30 am Closing Comments