Department of Medicine
Faculty Meeting
November 10, 2014

Announcements
Faculty Forward Survey Overview
IT update- John Meyers, Ph.D.
Review of Draft Vision/Mission DOM
Announcements

Holiday Party for the Medical Residency Program, December 10, details to follow

Interviewers needed for our internship recruitment process-contact Gopal Yadavalli if you’re able to help us recruit

Recruitment underway for Director, Evans Center of Dissemination and Implementation Science
Announcements (con’t)

Ellen Ginman as taken over for John Barlow as Administrative Director for Medicine Clinics
Requests for Clinical Program enhancements to BMC
FMLA financing change
Several Leadership training initiatives underway
Golden Hour Documentary by ABC News at BMC
2014 Evans Days Awardees

Clinical Research: Andrea Gianotti Sommer, Michele Long Rosa Breton, Shakun Karki, and Gianluca Toraldo

Basic Research: Munir Mosaheb, Maria Serra, Gregory Wasserman, Ivan Luptak

Special Contribution Teaching Award: Shoumita Dasgupta, Ph.D

DOM QI Award: Gastroenterology QI Team led by Brian Jacobson, M.D.

Collaborators of the Year
  Barbara Nikolajczyk, Ph.D.
  Louis Gerstenfeld, Ph.D.

Clinical Excellence
  David Nunes, M.D.
  Jeffrey Berman, M.D.

Mentoring Awards
  Darrell Kotton, M.D.
  Renda Wiener, M.D.
DOM Financial Performance YTD Q1

wRVU’s up 6% (Productivity Index 1.08) Y/Y
Net Patient Service Revenue less Bad Debt favorable to budget by $175K
Payment per wRVU essentially unchanged
Total Operating Revenue 4.1% above budget
Net Income from Operations $410K better than budget and $850K better than last year
Grant Revenue up 66% for QI compared to AY 14
Faculty Development Seminars

• Coaching in Medicine
  – Jane Liebschutz & Gail Gazelle
  – Tuesday, December 2\textsuperscript{nd} from 12-1pm in Wilkins

• Understanding and Effectively Working with Introverts and Extroverts
  – Becky Silliman & Nancy Kressin
  – Tuesday, January 27\textsuperscript{th} from 12-1pm in Wilkins
DOM Networking Dinners

• **Women’s Dinner**
  – Wednesday, January 7\textsuperscript{th} from 6:30 to 8:30

• **Educators’ Dinner**
  – Thursday, January 29\textsuperscript{th} from 6:30 to 8:30

Enjoy **good food and meaningful discussion** with your DOM colleagues.

  – Emelia Benjamin’s home in Brookline
  – RSVP to Robina Bhasin at rbhasin@bu.edu
Grant Writing Course

• **8 sessions** from January – May 2015

• **Eligibility Requirements**
  – Completed [First Step](#) or a [Grant Proposal Training](#)
  – Specific Aims drafted for the grant you plan to submit
  – Commit to actively participating in all 8 sessions
  – Commit to reading sections of your course colleagues’ grants and providing feedback

• If you are interested in participating, or would like more information please contact Robina Bhasin at [rbhasin@bu.edu](mailto:rbhasin@bu.edu)
Faculty Forward AAMC Survey Results

The Positives

Good participation
Job clarity
Peer interactions
Collegiality
Autonomy
Relationship with supervisor
Faculty Forward AAMC Survey Results

Areas for Improvement

- Compensation (especially bonuses) and benefits
- Alignment of departmental and medical school
- Financial transparency
- Communication
- Governance of departmental and medical school
- Vision and priorities of leadership
- Ability to provide high quality clinical care
- Responsiveness to MD requests
- Teamwork with other clinical staff
- Clinical practice functions
- Retention and recruitment of high quality faculty
Strategic Planning

Planning Committee: Mark Braun, Donna Gibson, Jen Fosbrook, Eva Greenwood, Cathy Welch, Marci Bloch, Erin McCarthy, Alice Jacobs, Laurie Dubois

Three meetings to date to review the Vision/Mission statements

Retreat Planned for November 13

Follow-up retreat in February to plan action steps in response to the plan
Vision (optimal future state, aspirational, inspirational, “north star”)

1. To be a model for all departments of medicine in improving health equity through the exemplary integration of discovery, education and clinical care;

2. To be a model for all departments through the integration of research, education and clinical care upon a foundation of health equity while bringing discovery to every community;

3. To lead departments of medicine in improving health equity through the integration of research, education, and clinical care;

4. Lead all departments of medicine in the impact of our work through the exemplary integration of research, education, clinical care, and health equity;

5. Through the exemplary integration of clinical care, education, and research, we will lead all departments of medicine in reducing health inequities
Mission (what we’re going to do, who we’re doing it for, and how we’re going to do it)

1. The Department of Medicine is committed to professionalism, inclusiveness, integrity, and collaboration in serving the needs of our patients. We will fulfill this commitment through the excellence of our clinical care, research, and education.

2. The Department of Medicine is committed to the service of our patients though the excellence of our clinical care, research, and education. We will execute this service with exemplary professionalism, collaboration, inclusiveness, and integrity.