

EBMG Update

AHS Board of Trustees

July 2022

“After today, young women will come of age with fewer rights than their mothers and grandmothers had. The majority accomplishes that result without so much as considering how women have relied on the right to choose or what it means to take that right away.

The majority’s refusal even to consider the life-altering consequences of reversing Roe and Casey is a stunning indictment of its decision.”

Sotomayor, Breyer, Kagan - Dissenting Opinion

Transition to EBMG's Phase 2: Physician Experience

EBMG in Phases

Phase 1: Jan 2021 to July 2022

Create a foundation to
recruit and retain
physician/clinician staff

Phase 2: July 2022 to July 2023

Establish the starting points
for a premier AHS physician
experience

Phase 3: July 2023 to July 2024

Enable physicians to fulfill
our collective mission via
data, clinical support, and
mentorship

Physician Experience

Inclusivity and Belonging

We are a group that allows every member to have equitable access to opportunities and feel they belong.

Leadership Development

We are a group that grows and develops physician leaders that change systems for our patients.

Patient Care and Impact

We help physicians provide high quality, excellent care to the patients we serve.

Sustainability and Wellness

We make our work sustainable by through fair compensation and opportunities for self-care.

Inclusivity & Belonging: Committee

Purpose: We are a group that allows every member to have equitable access to opportunities and feel they belong.

Step 1: Assemble Committee on Inclusivity & Belonging. Define charter and principles, shared mental model based on critical DEIB resources.

Step 2: Discuss and develop target areas to build inclusivity and belonging. Clarify organizational values.

Step 3: Bring forth proposal including budget implications for FY2023.

Inclusivity & Belonging: Branding



Retained Oakland-based branding agency Flight Design Co.

Kickoff in August

Logo, visual design guide to use for swag, website, written materials.



Leadership Development: Assessments

July 2022

Complete Self-Assessment

Aug-Sept 2022

Debrief Self-Assessment with Leadership Development Committee

Questions to answer with self-assessment

- 1) What behaviors do our physician leaders consider important for being a successful Chair or Chief?
- 2) How do I think I am doing relative to other physician leaders?
- 3) In what areas do our Chairs and Chiefs think they are excelling? In what areas do they think they can develop?
- 4) What are key areas to resource in terms of training, workshops, coaching, and self-guided learning to support physician leaders?

This will be voluntary and encouraged.

You will have an opportunity to try the process and provide feedback.

We will be testing out our governance structure.

Patient Care and Impact: Monthly Dashboard

Pillars and metrics line up with AHS True North Metrics Dashboard

	Quality of Care					Sustainability		Physician Experience
	Length of Stay	Return TNAA	Specialty Backlog	E-consults responded in 72hrs	E-consults managed w/o appt	wRVUs (billing provider)	wRVUs at 25%ile per FTE	% FTE open
All specialties						✓	✓	✓
Inpatient only	✓							
Ambulatory specialties		✓	✓	✓	✓			

Sustainability and Wellness

Continued compensation improvement

- Leadership compensation proposal nearly ready for AHS review
- Increase above FTE rates in line with current salaries
- Increase SAN rates to market

Diverse recruitment/retention

- Support the retention of diverse/underrepresented trainees by developing a program for recruitment and retention
- Early offer, retention bonus structure, mentorship, loan forgiveness

Mental health support

- Evaluate opportunities for mental health benefit for physicians

Benefits innovation for senior physicians

- Sabbatical program
- Caregiver leave (more broad the parental leave)

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Questions