

## UW HEALTH POSITION DESCRIPTION

### Medical Director – UW Health ACO and Value-Based Care

<b>Department:</b>	Office of Population Health
<b>Division (if applicable):</b>	
<b>Reports to:</b>	Chief Population Health Officer
<b>Indirect/Matrixed Report(s):</b>	
<b>Administrative Hours (based on 50 hr work week):</b>	15 (0.30 FTE)
<b>Effective Date:</b>	August 1 <sup>st</sup> , 2022

#### POSITION SUMMARY

Under the direction of the Chief Population Health Officer and working in a dyad partnership with the Director, ACO and Value-Based Care, the Medical Director, UW Health ACO and Value-Based Care is an integral part of the UW Health ACO Leadership Team, providing clinical expertise and leadership related to quality, access, equity, and affordability for our growing portfolio of value-based care contracts. As per CMS requirements for the Medicare ACO programs, “Clinical management and oversight must be managed by a senior-level medical director who is a physician and one of its ACO providers/suppliers, who is physically present on a regular basis at any clinic, office, or other location participating in the ACO, and who is a board-certified physician and licensed in a State in which the ACO operates.”

The Medical Director will:

- 1) Provide leadership and clinical guidance for quality outcomes, including measurement, tracking, and provider engagement, within our portfolio of value-based contracts (e.g., Medicare ACO, Quartz and GHC capitated populations).
- 2) Provide medical leadership to help advance the Population Health Care Model across ACO Participant and Preferred Providers.

#### Position Responsibilities

- Provides leadership and guidance in development of the annual ACO driver diagram, in collaboration with clinical, operational, and community partners.
- Collaborates with clinical operations, IS, quality and safety, and other stakeholders in developing and implementing evaluation plans for ACO priorities.
- Serves as clinical expert regarding current evidence and emerging trends for population health care models, including providing input on staffing models, role optimization, workflows, tools and payment models.

#### Position Requirements

- Keeping abreast of the current healthcare environment within UW Health system, as well as state-based and national trends, and in particular as they relate to CMS ACO programs and other value-based care regulations
- Following and understanding changes as they relate to population health and value-based care.

- Maintaining a thorough understanding of healthcare business practices, along with the ability to use or direct the use of new and evolving software tools
- Working effectively and collaboratively with a broad and diverse group of colleagues and stakeholders
- Applying systems thinking, quality improvement and data analysis skills.
- Board Certified Physician with the ability to obtain a Wisconsin Medical License.

## **ROLES AND RESPONSIBILITIES**

The expectation of UW Health Medical Directors is to provide leadership to their area(s) that results in the consistent and successful delivery of “Remarkable Healthcare” that is high quality, cost efficient, and delivered in a way that is highly satisfying for patients, providers, and staff. Medical Directors are expected to develop and demonstrate all UW Health Leadership Competencies and lead within their area(s) using the UW Health Way. Each Medical Director has particular areas of emphasis for their role but ensuring the provision of “Remarkable Healthcare” is a shared responsibility.

In support of delivering “Remarkable Healthcare”, Medical Directors promote excellence in both culture and performance management. Medical Directors are expected to perform standard work that supports this achievement.

Each Medical Director will work with their administrative partners to establish and maintain a culture that values and embraces the team-based care model. This partnership will create a work environment that is patient-centered, values each team member as uniquely important, is collegial, collaborative, and promotes job satisfaction and retention.

Each partnership will maintain in-depth knowledge of their area’s performance on key measures as defined by organizational leadership. The partners will identify opportunities for improvement, maintain an active action plan, and use the UW Health Way to drive changes that improve performance in needed areas.

### Daily:

- Lead with humility and a focus on service to others (staff, providers, patients, and organization)
- Lead by example in knowing, communicating, supporting, and reinforcing the goals we are trying to achieve in aligning with our UW Health Strategic Plan
- Maintain a positive and optimistic attitude while maintaining open communication channels with all providers and staff
- Ensure that UW Health standard processes and clinical guidelines are communicated, followed, and Service Standards are being met
- Address and resolve problems and conflicts that arise in a timely fashion
- Ensure providers and staff are fulfilling their job expectations and meeting Service Standards while coaching those who are not meeting expectations

### Monthly:

- Proactively ask providers and staff about the program or area culture and any concerns they have
- Review the applicable clinical quality, safety, cost, and patient experience indicators for the area and closely manage their performance
- Review action plans for improvement with your administrative partner and summarize the results, findings, and address any barriers to progress at your monthly meeting
- Celebrate success, understand barriers and root causes of failure, champion ongoing improvement efforts; share necessary updates with leadership team members

### Biannually:

- Formally review culture at a regular meeting
- Update the action plan for your area, communicate the plan and rationale for its choices to leadership

### Annually:

- Identify opportunities for staff and providers to optimally use their skills to assist the program or area and achieve their

personal career goals

- In compliance with annual CMS Reporting, complete a time study as directed by UW Health physician leadership

**Episodic:**

- Support all new initiatives, be a partner in implementation within your program or area, and continually improve your local processes while providing feedback to leadership where opportunities exist to make improvements
- Be available to coach/mentor subordinates to find timely solutions to their problems
- Consistently and actively participate in departmental and other appropriate leadership meetings and retreats as set by UW Health leadership
- Other activities and leadership as needed

**GOALS AND EXPECTATIONS**

- 1. Clinical leadership for the work of the UWH ACO and value-based care, including the implementation of new payment models and corresponding Population Health Care Model programs.**
- 2. Ongoing quality improvement to achieve success in patient outcomes and value-based payment that expand UW Health’s ability to achieve the quintuple aim for risk-based populations.**

**REQUIREMENTS**

<b>Education</b>	<b>Minimum</b>	MD or DO
	<b>Preferred</b>	Additional master’s level training or experience beneficial
<b>Work Experience</b>	<b>Minimum</b>	5 years clinical experience and prior progressive leadership experience
	<b>Preferred</b>	
<b>Licenses &amp; Certifications</b>	<b>Minimum</b>	Wisconsin license; Board certification.
	<b>Preferred</b>	
<b>Specialty Required for this role (if applicable):</b>		
<b>Required Skills, Knowledge, and Abilities</b>		<ul style="list-style-type: none"><li>• See position summary</li></ul>