

## UW HEALTH POSITION DESCRIPTION

<b>Medical Director – Population Health</b>	
<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>	25 (0.50 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 VP, Primary Care and Population Health, the Medical Director, Population Health is an integral part of the Office of Population Health Leadership Team, providing clinical expertise and leadership related to existing and emerging UWH Population Health Care Model programs and community health improvement.

The Medical Director has two main areas of oversight and influence:

- 1) Providing leadership and guidance for the development of population health care model programs aimed at achieving the quintuple aim (better health, better care, smarter spending, enhanced clinician experience, and equity). The current focus of these programs is caring for populations served by UW Health value-based risk contracts (e.g., Medicare ACO, Quartz and GHC capitated populations). As a part of the Population Health team, this physician works closely with clinical departments, operations, analytics, and community partners to advance evidence-based, patient-centered care model programs.
- 2) Providing medical leadership to help incorporate the UWH community health improvement priorities, including work of the Dane County Health Council and other Community Health Needs Assessment identified priorities, into the Population Health Care Model.

The Medical Director directly supervises a group of care model program medical directors.

### Position Responsibilities

- Provides leadership and guidance in development of the Population Health Care Model's continuum of services in collaboration with clinical, operational, and community partners.
- Leads the ongoing refinement and implementation oversight of the UW Health Population Health Care Model Roadmap and core standards for Population Health Care Model programs.
- Collaborates with clinical operations, IS, quality and safety, and other stakeholders in developing and implementing evaluation plans for population health care model programs.
- 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.
- Provides clinical leadership for UW Health initiatives related to social determinants of health.

### Position Requirements

- Keeping abreast of the current healthcare environment within UW Health system, as well as state-based and national trends

- 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 Office of Population Health, including the Population Health Care Model implementation and Community Health Improvement.**
- 2. Ongoing business planning and design for emerging population health care model programs 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>