Redefining and Advocating New Models of Care Breakout Session

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Beyond Resiliency Training: Organizational Strategies to Alleviate Burnout and Increase Wellness in Academic Medicine
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• Structural / organizational solutions have proven effective in impacting physician burnout:
  – Local experience 1: Scribes to assist with physician documentation:
    • Labor models vary
    • Pros and cons
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- Structural / organizational solutions that have worked:
  - Local experience 2: Physician Productivity measurement/compensation structure
  - RVU model
  - Activity based model (panel size and complexity)
    - (Private practice physician burn out)
    - (PCC referrals/downstream)
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- Structural / organizational solutions that have worked:
  - Local experience 3: Advanced practice provider (APP) care model
    - Less optimal utilization of APP force
    - Reimbursement difference
    - Single specialty deployment rather than general practitioner role
    - Change in physician mindset
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• Structural / organizational solutions that have worked:
  – Other experiences:
    • Telemedicine clinic
    • Technology assistance in tumor board
    • Global health experience, to provide better international benchmark
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- What are the challenges in marshalling support from organizational leadership?
  - Fear of change
  - Financial evaluation as dominant method to determine care delivery remains fee-for-service
  - Rigid interpretation of rules and regulations
Thank You