Physician Compensation Model Approved by AMC

Earlier this month, the Academic Management Council (AMC) approved a compensation philosophy and model for all Banner – University Medical Group faculty developed around the guiding principles of market competitiveness, performance, flexibility, transparency and compliance. The AMC also decided to increase the investment in this plan by 12 percent, to a minimum of $16 million annually, to:

- Demonstrate to you that we value your contributions
- Provide a plan that achieves the guiding principles and recognizes clinical and academic contributions as well as individual and group performance
- Establish a competitive compensation package to recruit and retain outstanding faculty.

Many details still need to be addressed and approved by the AMC before we can share the level of detail and specifics each of you understandably is eager to know. BUMG is working with the Department Chairs to develop a communication plan that will roll out next month.

Meanwhile, you can review the results of the [3rd PULSE Survey on Physician Compensation](http://example.com) [here](http://example.com). Thanks to all who provided their feedback. The Compensation Committee will consider these results, along with many other important factors, as it finalizes the plan.

Finally, I would like to recognize the members of the BUMG Physician Compensation Committee for their hard work and contributions over the past eight months and for their continued efforts as we begin the education process and finalize details.

Jeff Buehrle
Chief Operating Officer, Banner – University Medical Group
2016 Special Recognition Award for BUMG Physicians in Tucson
Watch for an announcement next week from your Department Chair announcing the 2016 Special Recognition Award for BUMG’s Tucson physicians. This financial incentive plan was developed and approved by BUMG leaders and Department Chairs as a way to recognize the outstanding contributions of our faculty until BUMG’s new physician compensation plan is implemented this summer.

Whole Health Clinic Opens in Tucson
Southern Arizonans requiring treatment for mental illness now can receive both behavioral health care and primary health care at the Whole Health Clinic, an innovative Banner – University Medicine facility at 535 N. Wilmot Road.

The Whole Health Clinic, which opened Feb. 1, is staffed by psychiatrists, clinical psychologists and therapists, family physicians, case managers, nurses and peer-support specialists through a collaboration of Banner – University Medicine and the UA Departments of Psychiatry and Family and Community Medicine.

Individuals enrolled with Cenpatico Integrated Care, the new RBHA for Southern Arizona, have begun to receive care from Integrated Care Clinics throughout Southern Arizona, including the Whole Health Clinic.

However, the Whole Health Clinic welcomes all patients regardless of type of insurance who would benefit from receiving both behavioral health and primary health care in a single setting, said clinic Director Patricia Harrison-Monroe, PhD, vice chair and director of community outreach and clinical development at the UA Department of Psychiatry. Read more here.

1st Anniversary Observed March 7 in Tucson
The historic partnership of Banner Health and the University of Arizona is one year old! UA President Ann Weaver Hart and Banner Health CEO Peter Fine will speak at anniversary observances in both Phoenix and Tucson in early March. Plan for March 7 celebrations at BUMCT and BUMCS. Details to come.

Banner – University Medicine Scorecard
To keep the organization on track, Banner uses a scorecard to translate its mission and strategies into a comprehensive set of performance measures. Click here to enlarge the scorecard at left which measures the progress of the Banner – University Medicine Division through December 2015.

Welcome New BUMG Providers
Please extend a warm welcome to the following new providers joining Banner – University Medical Group this month:

Anushka Perera, MD, Physical Medicine & Rehabilitation, Phoenix
Katherine Woods, DO, Psychiatry, Tucson
COM-P Granted Provisional Accreditation by LCME
The UA College of Medicine – Phoenix has been granted provisional accreditation by the Liaison Committee on Medical Education (LCME). The decision keeps the College on the path to full accreditation in 2018.

In December 2015, the UA submitted an updated status report to the LCME that listed all of the measures taken to resolve concerns raised during the review of the College in February 2015. The LCME board stated all criteria have been met to move forward. The LCME report praised several areas of strength at the College, including the simulation laboratory, academic advising, student support, state-of-the-art educational spaces and inter-professional training opportunities.

News & Updates from UA College of Medicine – Tucson
The College is celebrating National Solidarity Day for Compassionate Care on Friday, Feb. 19, with a special event at noon on the UAHS Plaza Courtyard, at which Professor of Surgery Randall Friese, MD, will speak about compassionate patient care. After his involvement in the care of Rep. Gabrielle Giffords, Dr. Friese was instrumental in making Solidarity Day a nationally recognized event sponsored by the Gold Humanism Honor Society. Also at this event, Doc-apella and winners of the Art Aloud poetry slam competition will perform, and attendees will form a human chain to stand in solidarity for compassionate patient care. You can learn more about events throughout the week leading up to Solidarity Day by viewing this Solidarity Day flyer.

News & Update from UA College of Medicine – Phoenix

Three University of Arizona College of Medicine – Phoenix students established a Latino Medical Student Association chapter on campus in the fall and hosted the group’s West Region winter legislative board meeting last month. Arielle Rubin, Stephanie Amaya and Victor Arce founded the chapter to support medical students from diverse backgrounds, increase diversity in medical education and advocate for the health of the Latino community.

“While interviewing at another school, I was introduced to LMSA,” Rubin said. “I thought it would be a great opportunity to create a chapter here and increase diversity presence on campus.” The process for the Phoenix Biomedical Campus to become an official LMSA chapter took about a year. The College joined LMSA West, a student-run organization with 16 chapters at medical institutions in Arizona, California, Nevada, Oregon, Utah and Washington. Read more

New Sleep Center & Neurodiagnostics Clinic Opens at BUMCP
Drop by between 10 a.m. and 6 p.m. Friday, Feb. 19 to tour the new Sleep Center at Banner – University Medical Center Phoenix. The sleep center is on the hospital’s first floor, next to the Credit Union, and will offer sleep specialist consultations, in-lab sleep disorders testing and in-home sleep apnea testing.

Buffmire Lecture: ‘A Team Approach to Preventing Diagnostic Errors’
Carolyn Clancy, MD, deputy undersecretary for Health Organizational Excellence, Veterans Health Administration, will discuss the 2015 Institute of Medicine report, *Improving Diagnosis in Healthcare*, in both Phoenix and Tucson as part of the Donald K. Buffmire Visiting Lectureship in Medicine.

**Wednesday, March 2, Phoenix**
- 5-6 p.m. Reception and viewing of fourth-year medical students' scholarly project posters
- 6-7 p.m. Lecture
- Health Sciences Education Building Lecture Hall C104, UA COM-P
- Registration is encouraged. Register online [here](#)

**Thursday, March 3, Tucson**
- Noon-1 p.m. DuVal Auditorium, BUMCT
- RSVP by emailing glinda@email.arizona.edu or call 520-626-1530 by Feb. 25.

**BUMG in the News**

**Should Psychiatry Dump Schizophrenia From the Lexicon?**
Ole Thienhaus, MD, head of the UA Department of Psychiatry, Tucson

**Stress Raises Cholesterol More than You Think**
Martha Gulati, MD, COM-P cardiology chief & executive director of Banner – University Medicine Cardiovascular Institute

**Have a Question for BUMG?**
Email your questions and comments to BUMGquestions@bannerhealth.com, and they will be answered by the appropriate executive. Frequent questions will be shared in future communications.