CEO Message: Help Choose the Next *U.S. News Best Hospital*

Participate in 2nd Pulse Survey on Physician Comp

HR Days in Tucson, Dec. 8 & 9

1:1 Benefits Appointments for Transitioning Docs

Dr. Theodorou New Regional Medical Officer for BUMD

‘I Trust’ Survey in Tucson

No Flu for You Policy

Dean’s Corner

New Chiefs at Diabetes and Endocrinology Institute in Phoenix

Sonora Quest Labs in Tucson

---

**Help Choose the Next *U.S. News* Best Hospitals**

*My Dear Colleagues,*

Are you interested in weighing in on the annual *U.S. News & World Report’s* “Best Hospitals” survey?

All you need to do is log in to or create a Doximity.com account to participate in the voting process. **The deadline is Dec. 11.**

Part of the Best Hospital survey scoring is based on physician input on which hospitals they consider the best at taking care of patients with complex needs. Your vote could improve our hospitals’ positions on this important reputation-building survey.

Go to [www.doximity.com](http://www.doximity.com) to create your profile if you have not already done so. It should take only a few minutes of your time. Questions? Please contact **Pradeep Kadambi, MD**, at pkadambi@email.arizona.edu.

In 2015, Banner – University Medical Center Phoenix achieved “Best Hospital” national rankings in four medical specialties:

- Geriatrics, ranked #29 in the nation
- Nephrology, #30
- Diabetes and Endocrinology, #39
- Urology, #49
And Banner – University Medical Center Tucson ranked nationally in three specialties:

- Geriatrics, ranked #38 in the nation
- Nephrology, #41
- Pulmonology #49

Becoming a U.S. News & World Report Honor Roll hospital – earning a top 20 ranking in at least six medical specialties -- in the next 10 years is a lofty but achievable goal for our academic medical centers, according to Joe G. N. “Skip” Garcia, MD, senior vice president for University of Arizona Health Sciences.

With your help and professional expertise, we can do this!

Gratefully,

Jason Krupp, MD, FACP
CEO, Banner – University Medical Group
President, Banner Academics

Participate in 2nd Pulse Survey on Physician Compensation
Thank you to those who made their voices heard in the first “Pulse” survey on physician compensation last month. To participate in the second Pulse survey, please click on the BUMG App Site or link to http://bycell.co/cuky to complete the survey on your computer, tablet or phone.

These surveys are one way for BUMG physicians to provide input and feedback on the new compensation plan design. The BUMG Compensation Committee will consider these results, along with many other important factors, as it continues to finalize the plan.

You can also receive a text message notification when other Pulse surveys are offered or new information is available, by texting BUMDHR enroll to 56512 from your cell phone.

HR Days in Tucson, Dec. 8 & 9
BUMG thanks those physicians who have returned their signed employment agreements as they transition to BUMG employment on Jan. 1, 2016. Remember that pre-employment requirements such as background checks, HR paperwork and orientation can take up to three weeks to complete, so please make every effort to take care of these as soon as possible, even if you are not quite ready to turn in your signed contract. This will ensure a smooth transition for you and your patients starting on Jan. 1, 2016.

To expedite the pre-employment process, the HR Team is scheduling HR Days appointments in the BUMCT Human Resources office (in the Employee Health trailer). Please contact Linda Montano at Linda.Montano@bannerhealth.com to schedule your appointment during the following times:

10 a.m.-7 p.m. Wednesday, Dec. 9
10 a.m.-1 p.m. Thursday, Dec. 10
It is critical that you bring necessary documentation with you! Please come prepared with your required documents. Contact Linda for more information.

One-on-One Benefits Sessions for Transitioning Docs
UA faculty physicians who are transitioning to Banner employment on Jan. 1, 2016 will sign up for benefits when they become Banner employees in January. They will have 31 days from their employment start date to sign up for benefits, which will be effective retroactive to the first day of their Banner employment.

Please note the following information sessions scheduled in Tucson this month especially for transitioning physicians to preview their benefit choices with Banner. These sessions will be by appointment only and held one-on-one with each physician. Please contact Pat Cirino at pat.cirino@bannerhealth.com to schedule your appointment:

BUMCT
Dec. 8, Dining Room E, 7-8 a.m. & Dining Room C, 6-7 p.m.
Dec. 15, DuVal Auditorium, 7-8 a.m. & Dining Room C, 6-7 p.m.
Dec. 17, DuVal Auditorium, 7-8 a.m. & 6-7 p.m.

BUMCS
Dec. 7, La Galeria, 7-8 a.m. & 6-7 p.m.
Dec. 14, La Galeria, 7-8 a.m. & 6-7 p.m.
Dec. 18, La Galeria, 7-8 a.m. & 6-7 p.m.

Dr. Theodorou New Regional Medical Officer for BUMD
Please note the following leadership changes announced Friday by John Hensing, MD, Banner Health executive vice president and chief medical officer:

Robert Groves, MD, will move out of his role as regional medical officer for Banner – University Medicine Division to concentrate on his role as vice president of Health Management for Banner Health. As Banner transitions to population health management, he will focus on improving health management demands in our Medicare Advantage populations. He also will take on an expanded supervisory role in clinical education and simulation education.

“Robert was the perfect first regional medical officer for BUMD,” said BUMD Executive Vice President Kathy Bollinger. “He has been instrumental in engaging our faculty in discussions and problem-solving around effective clinical outcomes. We are fortunate that as Robert focuses on his role as vice president of Health Management, we will have a very strong advocate for the role our academic division can and should play in Banner’s strategy.”
Andy Theodorou, MD, currently CMO for Banner – University Medicine Tucson and vice chair of Pediatrics for BUMCT/College of Medicine – Tucson, will replace Dr. Groves as regional medical officer for BUMD. In his new role he will have responsibility for quality and safety for BUMD and the BUMCT, BUMCS and BUMCP CMOs will report to him.

“Andy is exceptionally qualified for this role, given his extensive experience in academic medicine, the positive relationships he has developed with physicians and faculty, and his deep knowledge of the UA Colleges of Medicine in Tucson and Phoenix.” Dr. Hensing said.

‘I Trust’ Survey in Tucson
Earning the trust of physicians and staff has been one of Banner’s priorities since the acquisition of UAHN last spring, and Banner has twice conducted surveys measuring trust in Tucson since then.

A third survey is now underway. All Tucson physician and employees are invited to participate in a simple, one-question “I Trust” survey that has been emailed to you from Avatar Solutions. The survey will take you less than five minutes, and the results will allow Banner to measure how we’re doing and how we can improve as it relates to your trust in the organization.

Over the past year, several actions have been taken as a result of your feedback, including:

- Leadership visibility prioritized
- Lunch with Leaders events started
- Strategic leadership changes
- Hiring blitz
- Capital equipment purchased and in place
- Renovations underway

We hope the "I Trust" survey allows you to provide input on how these actions are making a difference and impacting trust. Your opinion matters.

No Flu for You Policy
Banner Health has a mandatory flu shot policy for all providers credentialed through Medical Staff Services. While Dec. 1 was Banner’s deadline across the system, in Tucson physicians have until Jan. 1 to provide proof of vaccination to meet this requirement. This is true for physicians regardless of whether they are employed by UA or by Banner. An email summarizing the requirement process will be sent early next week.

Dean’s Corner, Tucson
Chuck Cairns, MD, interim dean, UA College of Medicine – Tucson

Clinical trials have been an important part of our COM-T faculty’s research portfolio. COM-T has been at the forefront in changing care paradigms, especially in the fields of lymphoma (doubling the cure rate), cardiopulmonary resuscitation (reducing mortality and changing national and international guidelines), total artificial heart (bridge to donor heart transplant), medical imaging (digital
subtraction angiography) and airways disease (natural history of asthma and new therapeutic approaches).

With the new partnership with Banner, we now have the opportunity to expand our clinical research programs to a bigger group of patients, a wider range of conditions and larger geographies. Since March, we have been working diligently to develop the policies and procedures to make our clinical research enterprise a success.

We currently have 255 clinical trials being led by COM-T faculty (Clinical Research Studies website), and I'd like to highlight one now and periodically in future issues of the BUMG Wildcat newsletter:

**RELIEF - A Global Registry to Evaluate Long-Term Effectiveness of Neurostimulation Therapy for Pain**

Led by Primary Investigator Mohab Ibrahim, MD, this study aims to compile characteristics of clinical outcomes for Boston Scientific commercially approved neurostimulation systems for pain in routine clinical practices. In addition to monitoring patient outcomes, researchers will also evaluate the economic value and technical performance of the neurostimulation systems for pain in routine clinical practices.

**New Leaders with Diabetes and Endocrinology Institute in Phoenix**

Two center chiefs recently were named to the leadership team of the Banner – University Medicine Diabetes and Endocrinology Institute in Phoenix.

**Dr. Mira Milas** is chief of endocrine surgery and the surgical director of the Center for Thyroid, Parathyroid and Adrenal Disorders. Dr. Milas will work closely with an outstanding team of endocrinologists in the center led by Dr. Allison Peckum as medical director, and otolaryngologists in the Head and Neck Institute led by Dr. John Raines. Together they will develop a world-class center for comprehensive care of patients who benefit from medical and surgical treatment of their thyroid, parathyroid, and adrenal disorders.

Dr. Milas is a board certified endocrine and general surgeon at BUMCP. She has more than 20 years of experience in surgery with a particular focus on thyroid and parathyroid diseases. Previously, she was the founding director of the Thyroid Center at Cleveland Clinic, where she spent a decade of her career. She is a member of the American Association of Endocrine Surgeons as well as the American Surgical Association. Dr. Milas’ areas of specialty include thyroid, parathyroid, ultrasound, adrenal conditions, genetic and hereditary endocrine conditions. She provides expert surgical treatment for all of these conditions, including procedures performed for complex, recurrent and re-operative disease and operations performed as minimally invasive surgery.

**Dr. Robin Blackstone** has been named chief of the Metabolic and Bariatric Surgery Center within the Diabetes and Endocrinology Institute. She will work closely with her colleagues to provide weight-loss support to improve quality of life.

Dr. Blackstone brings a comprehensive approach to the care of the patient with obesity. She is a certified diplomate of the American Board of Obesity Medicine and is board certified in general surgery with an emphasis in metabolic and bariatric surgery. Dr. Blackstone is active nationally serving as past president of
the American Society for Metabolic and Bariatric Surgeons and publishing many peer-reviewed papers. Her research focus in diabetes helped to define the Diabetes Remission score after Gastric Bypass. She is a clinical associate professor of Surgery at the UA COM-P where she teaches second-year medical students and directs “Obesity Week.”

Dr. Blackstone provides expert value-based care in the medical and surgical treatment of obesity for adult and adolescent patients. She has performed more than 5,000 bariatric procedures that attest to her expertise in gastric bypass, sleeve gastrectomy, duodenal switch, adjustable gastric band, revisions for weight regain and corrective surgery for chronic problems after previous bariatric surgery.

Sonora Quest Labs in Tucson
As of mid-November, outpatient lab specimens at most of our clinics will be processed by Sonora Quest Laboratories’ Tucson facility, then referenced to Sonora Quest’s main facility in Tempe as appropriate. The exceptions will be the University of Arizona Cancer Center / North Campus and Orange Grove, Infusion Clinics, Pediatric Hematology/Oncology at BUMCT and outpatient lab work associated with a same-day procedure. Specimens from these facilities will continue to be processed in the BUMCT Pathology Lab.

Sonora Quest Laboratories, a joint venture between Banner Health and Quest Diagnostics, is the nation’s largest integrated laboratory system with approximately 3,000 employees performing more than 57 million diagnostic tests per year at primary testing facilities in Tucson, Tempe, Flagstaff, Prescott, and Yuma.

Maps of Sonora Quest locations and scheduling tools are available through the website, www.sonoraquest.com

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