My Dear Colleagues,

Banner Health believes flu vaccination is the right thing to do to protect our patients, colleagues, families and ourselves. That is why all Banner physicians, staff, volunteers and students are required to receive a flu vaccine or submit an approved medical or religious exemption by Dec. 1. It’s also a medical staff requirement of our hospitals. Yet, many of you have not been vaccinated or submitted an exemption as I write this note.

In the next 10 days, please take a few minutes to get vaccinated. Many of our physician offices have extra flu vaccine, or you may drop by any of the upcoming flu clinics offered in Phoenix and Tucson:

**Phoenix**
- 6:30-11:30 a.m. Sunday, Nov. 22, Educational Services C
- 6:30-11:30 a.m. Wednesday, Nov. 25, Educational Services A
- 8 a.m.-1 p.m. Friday, Nov. 27, Educational Services A
- 6:30-11:30 a.m. Saturday, Nov. 28, Educational Services A

**Tucson**
- 8 a.m.-3:30 p.m. Monday, Nov. 30, College of Medicine – Tucson Plaza

In the meanwhile, I wish you a healthy and happy Thanksgiving. I am thankful for all of you!

*Jason Krupp, MD, FACP*
CEO, Banner - University Medical Group

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**Results Summary of First Pulse Survey**

Thank you to those who participated in the first Pulse survey! The survey is 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.

Highlights from the first Pulse survey:
- 67 responses
  - 21 (31 percent) Banner Health employees
  - 46 (69 percent) University of Arizona employees
34 percent of respondents support using a combination of data sources for benchmarking departmental compensation. Using national data sources topped using local, regional or specialty-specific sources.

70 percent of respondents believe the new plan should be comprised mostly of a base salary with some limited variable compensation.

Complete survey results are available on the BUMG app site, which also includes updates on physician compensation, physician contracts and other topics useful for those transitioning to BUMG employment.

Future Pulse surveys will be linked from this newsletter. 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.

If you have any questions or comments, please email them to BUMGquestions@bannerhealth.com, and they will be fielded by the appropriate person.

Employment Contracts Due by Dec. 4 to See Patients Jan. 1
Thank you to the physicians who have returned their signed employment agreements as they transition to BUMG employment on Jan. 1, 2016. BUMG is so proud to have you!

Please note that pre-employment onboarding requirements such as background checks, HR paperwork and orientation can take up to three weeks to complete, so please turn in your contract by Dec. 4 for a smooth transition for yourself and your patients starting on Jan. 1, 2016.

Banner Benefits for Transitioning UA Physicians
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 Banner employment.

There will be information sessions scheduled in Tucson in December especially for these physicians to go over their benefit choices:

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.

If you have further questions, please attend a session above or you may contact benefits@bannerhealth.com or phone 480-684-7070.
Banner – University Medicine Division Scorecard

Banner has a strong reputation for navigating an increasingly complex and ever-changing healthcare environment. To keep the organization on track, Banner utilizes a “Balanced Scorecard” to translate its mission and strategies into a comprehensive set of performance measures.

In 2016, the Tucson entities (the two hospitals, BUMG and the UA Health Plans) will be integrated into the Banner Balanced Scorecard. In the interim, a Banner – University Medical Division scorecard has been developed to measure progress against the Division’s strategic goals in 2015.

Click [here](#) to enlarge the current scorecard (above), which reflects progress between April and October 2015.

I Trust’ Survey Coming Soon in Tucson

Earning the trust of physicians and staff has been one of Banner’s priorities since Banner acquired UAHN last spring. A baseline measure of trust was determined from a survey administered prior to integration and then a mid-year data point was collected in the recent VOICE Annual Survey.

Another measure will come Dec. 2-11, when all Tucson physician and employees are invited to participate in a simple, one-question “I Trust” Survey. Watch for an email in early December asking for your candid, anonymous assessment.

Wound & Hyperbaric Medicine Institute in Phoenix Gets New Head

Yadwinder Dhillon, MD, has been named the physician executive director of the Banner – University Medicine Wound and Hyperbaric Medicine Institute in Phoenix.

The institute aspired to be the new gold standard in clinical care in an academic environment focused on delivering the best outcomes for the most complex patients. It will be the destination center for patients around the country to experience highly coordinated care from an outstanding multidisciplinary clinical care team.

For the past four years, Dr. Dhillon has served as the medical director for inpatient and outpatient wound hyperbaric medicine services at BUMCP. He received his medical degree from Dayanand Medical College and Hospital in India and completed his residency in Family Medicine at St. Joseph’s Hospital and Medical Center. He is board certified in both Hyperbaric Medicine and Family Medicine. He cares for all types of wounds and specializes in autoimmune and hypercoaguable disorders.
Executive Director for Oncology Services in Tucson

Julie Ebersole, RN, MSN, OCN, has been hired as executive director for Oncology Services in Tucson, and she’ll join our team on Dec. 7.

Julie comes to BUMG from Florida, where she served as vice president of operations for Vicinitas Cancer Care in Boca Raton. Before that, Julie was director of Oncology Patient Services at the Cancer Treatment Centers of America in Goodyear, where she was able to maintain a remarkable 97 percent patient satisfaction rating over several years.

She started her career as a BMT nurse at the Mayo Clinic Hospital in Phoenix and holds a master’s degree in nursing with an emphasis in leadership and management from Walden University in Minneapolis, Minn.

As executive director of Oncology Services in Tucson, Julie will have operational oversight of clinical services provided at the Arizona Cancer Center / North Campus and Orange Grove. She will work closely with physicians, employees and academic staff within the UA College of Medicine – Tucson to ensure excellent patient experience and alignment with BUMG strategic goals.

She will report to Becky Zehngut, BUMG vice president of operations in Tucson, and Emad Elquza, MD, oncology executive medical director.

Welcome, New Providers!

Please extend a friendly welcome to the following providers who joined our practice in October and November in Tucson:

Chris Kettelle, MD, pediatric anesthesiology
Jennifer Cook, MD, invasive/non-interventional cardiology
Kelly Stevens, NP, Green Valley
John Heusinkveld, MD, OB-GYN
Richa Jain, MD, pathology
Jana Montez, NP, hematology and oncology
Emily Bell, PhD, psychology
Taylor Riall, MD, chief, surgical oncology
Joslyn Klinkel, NP, emergency medicine
Firas Gorges, MD, family medicine
Zoe Gonzalez-Garcia, MD, pediatric endocrinology

Dean’s Corner, Phoenix

Stuart Flynn, MD, dean, UA College of Medicine – Phoenix
This week our campus marks Diversity & Inclusion Health Week – a
week-long discovery series focused on health issues facing our
diverse communities. Each day, students and faculty participate in
thoughtful discussions around different cultures and communities in
today’s health care system. As a young medical school we continue to
lay the foundation of our institution – with diversity and inclusion being
critical to our success.

To further our commitment, the Office of Diversity and Inclusion was formalized in the fall of 2014. This unit assessed the college’s climate and sense of engagement in the spring of 2015 and incorporated the value of diversity to address cultural competencies. A comprehensive definition of diversity, and the inclusion of diversity as a core value, has been foundational in the college’s strategic planning process, and in all college policies and practices.

We are committed to promoting and supporting diversity and inclusion in our research, clinical and educational missions to meet the needs of the students, faculty, staff and the communities we serve. We believe diversity creates role models, broadens perspectives, combats negative stereotyping and optimizes our ability to provide health care for all.

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

Congratulations to the following members of our COM-T faculty for the prestigious recognitions and appointments they received this fall:

Steven J. Barker, PhD MD, professor emeritus and former head of the Department of Anesthesiology, who earned lifetime achievement awards for his dedication and innovation in anesthesiology from the Society for Technology in Anesthesia and the Innovations and Applications of Monitoring Perfusion, Oxygenation and Ventilation.

Karen Herbst, MD, PhD, associate professor of medicine in the Division of Endocrinology, who received the Producer’s Choice Humanitarian of the Year Award at the 25th Annual Los Angeles Music Awards for her compassionate care of people with adipose tissue disorders. Dr. Herbst walked the red carpet with her patient Brian Sirk, who nominated her for the award.

Harvey W. Meislin, MD, professor of emergency medicine, will receive the 2016 Association of Academic Chairs of Emergency Medicine (AACEM) Lifetime Achievement Award at the AACEM annual retreat dinner in February. Among the many leadership roles he has held during his career, Dr. Meislin served as president of the American Board of Emergency Medicine (ABEM) and president and chair of the American Board of Medical Specialties (ABMS), the umbrella organization over all medical specialties in the United States.

Kenneth S. Ramos, MD, PhD, PharmB, professor of medicine and associate vice president for precision health sciences at UAHS, who was elected to the prestigious National Academy of Medicine.

Daniel W. Spaite, MD, FACEP, professor, Virginia Piper Distinguished Chair of Emergency Medicine, and co-director of the Arizona Emergency Medicine Research Center, who received the
American College of Emergency Physicians Outstanding Contribution in Research Award at the American College of Emergency Physicians annual meeting.

**ACS Verifies Tucson Trauma Center’s Level 1 Designation**

The trauma center at Banner – University Medical Center Tucson has once again been verified as a Level 1 Trauma Center by the Committee on Trauma of the American College of Surgeons following a site visit in October. The Level 1 verification has been extended an additional two years, expiring in November 2017. Congrats to the trauma center’s medical director, Peter Rhee, MD, and the entire trauma team.

Verified trauma centers must meet essential, demanding criteria that ensure trauma care capability and institutional performance as outlined by the America College Surgeon’s Committee on Trauma.

The BUMCT trauma center is the only Level 1 trauma center in Southern Arizona, and the busiest in Arizona, treating about 4,600 patients a year. Sister hospital BUMCP also holds Level 1 trauma center status.

**BUMG Physicians in the News**

- **Drug Helps Stop Spread of HIV in Tucson**
  Dr. Mayar Al Mohajer, BUMCT

- **Tucson Doctor Using 3-D Printer to Help Save Lives**
  Dr. Michael Seckeler, BUMCT

- **UA Researchers Reset the Standards for How Hospitals Handle Brain Injuries**
  Drs. Peter Rhee and Bellal Joseph, BUMCT

- **New Test Offers Proactive Step in Concussion Awareness**
  Dr. Holly Beach, BUMCT

**Have a Question for BUMG?**

Email your burning questions and comments to BUMGquestions@bannerhealth.com, and they will be answered by the appropriate executive. Common questions will be shared in future communications.