My Dear Colleagues,

I want to express again how much we value you and appreciate your trust and resilience in this time of change. I have spoken with many of you and understand your concern with some of the terms that are new to this faculty. Please remember that in Tucson you have a two-year grace before the non-compete clause will become effective, so you have that time to observe Banner’s commitment to following through and to decide if Banner’s values match yours. Additionally, all of you are guaranteed your salary through the end of 2016, regardless of the results of the Sullivan Cotter work.

We are now eight weeks away from the deadline to sign the contract. We will ask our Chairs in Phoenix and Tucson next week to start making contingency plans for service gaps created due to staffing, as we have a commitment to both communities to continue to provide expert care. These plans require advanced planning, so please communicate with your Chairs your intent as soon as possible.

I hope you will choose to give this partnership the opportunity to meet your professional needs. There are so many amazing possibilities to come!

Gratefully,

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

Participate in Compensation Survey on New BUMG App
BUMG is interested in your feedback on its physician compensation design and process and invites you to participate in the first of several “Pulse” surveys to make your voice heard.

To participate in the first survey, please click on the link below or copy and paste it into your web browser on your PC, tablet or phone:

http://bycell.co/cuky

We will be posting regular Pulse surveys to get your feedback on physician compensation and other topics important to you. Please let us know what you’re thinking through these Pulse surveys!
In addition to the survey, the BUMG app site includes updates on physician compensation, physician contracts and other topics useful for those transitioning to BUMG employment.

If you would like to receive a text message notification when other Pulse surveys are offered or new information is available, text **BUMDHR enroll** to **56512** from your cell phone.

**Physician Employment Agreements**

Thank you to the physicians who have returned their signed employment agreements to Banner – University Medical Group. These agreements must be signed by Dec. 31, 2015 in order for you to be employed with Banner Health through BUMG.

**Reminder:** UA physicians in Tucson who sign by **5 p.m. Friday, Nov. 6**, will receive up to 88 additional hours of PTO payout based on their balances above 176 hours in their first Banner paycheck.

If you have questions regarding your agreement or the transition, please contact **Bob Evani, MD**, in Phoenix or **Pradeep Kadambi, MD**, in Tucson.

**Onboarding for Transitioning Physicians in Tucson**

UA physicians transitioning to BUMG employment in January will need to complete several onboarding activities to be employed on Jan. 1, 2016. Please note that these onboarding activities can take two to three weeks to complete, so all transitioning physicians are encouraged to begin the process now, even if they have not yet decided whether to sign the contract.

**HR Days**

Next week, Banner Health will host special “HR Days” in Tucson for UA physicians transitioning to Banner employment in January:

- **10 a.m.-7 p.m. Monday, Nov. 9, BUMCT**
- **11 a.m.-7 p.m. Tuesday, Nov. 10, BUMCS**

During HR Days, you will complete pre-hire paperwork and health screenings. Please make an HR Days appointment by emailing Linda.Montano@bannerhealth.com or call Linda at 694-6730 and let her know your location and time preference for your appointment. (Hint: Save time by assembling your vaccination records ahead of your meeting.)

**New Employee Orientation**

In addition to HR Days, all transitioning physicians will need to attend one of several New Employee Orientation (NEO) sessions. Sessions will be held 8-11 a.m. Mondays at La Galeria, near the cafeteria at Banner – University Medical Center South, on the following dates:

- **Nov. 9 & 23, 2015**
- **Dec. 7 & 21, 2015**
- **Jan. 4 & 18, 2016**

Please reserve a spot through your department administrator, who will make every effort to accommodate you.
Benefits Clarification
Banner Health’s Open Enrollment period for 2016 benefits is now underway and runs through Nov. 20. This Open Enrollment is for employees and physicians who are currently employed by Banner. This includes BMG physicians in Phoenix and former hospital-employed physicians in Tucson who transitioned to Banner employment earlier this year as part of the merger. The benefits team will be on site to support this group of faculty during open enrollment on the following dates:

BUMCS (for currently employed physicians and staff only)
Nov. 11, Computer Lab Room 100 A & B, 7-9 a.m.

BUMCT (for currently employed physicians and staff only)
Nov. 16, DuVal Auditorium, 7 a.m., 10 a.m., 1 p.m. and 5 p.m.

UA faculty physicians who are transitioning to Banner employment in January do not participate in Banner's Open Enrollment this month. Instead, they will sign up for benefits when they become Banner employees in January. There will be information sessions scheduled in Tucson in December especially for these physicians to go over their benefit choices:

BUMCT (for faculty transitioning from UA to Banner in January)
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 (for faculty transitioning from UA to Banner in January)
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.

Transitioning physicians will have 31 days from their employment start date in January to sign up for benefits, which will be effective retroactive to the first day of their Banner employment.

Also, please note that UA physicians transitioning to Banner employment in January need not sign up for UA benefits during the UA’s Open Enrollment this month because their UA employment ends Dec. 31, 2015.

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

Banner CEO Peter Fine to Speak in Tucson, Friday
Tucson faculty are cordially invited to attend a presentation by Peter Fine, president and CEO of Banner Health, when he addresses Banner leaders in BUMCT’s DuVal Auditorium from 8:30-9:30 a.m. Friday, Nov 6. The presentation will be broadcast to BUMCS’s La Galeria.

Peter will provide a Banner Health update and discuss Banner – University Medicine’s role in the organization’s strategic plan. Please bring your questions for an open conversation.
Dean’s Corner, Phoenix

*Stuart Flynn, MD, dean, UA College of Medicine – Phoenix*

Being wonderfully embedded in the 6th largest city in the United States, we value the community in which we are rooted. COM-P has a profound culture of community service; it is woven throughout all aspects of the College and will continue to be an integral and unique characteristic of our identity. One student-run outreach program that embodies this mission is **Wildcat Night @ Verde Park**, a monthly educational outreach program for 40-75 under-resourced youth.

On Oct. 21, the College entered our second year of partnership with the City of Phoenix at Verde Park. With both altruism and reward, about a dozen students volunteer time from their demanding medical school schedules to teach a variety of topics like heart health, smoking cessation and College Prep 101. The program also serves as an exceptional opportunity for our students to learn about community health.

City of Phoenix staff, parents and even the park’s soccer coaches are both appreciative and laudatory as they thank our students for their impactful contributions. The knowledge imparted to these youngsters at these events is powerful, but difficult to quantify. Priceless in its value are the relationships forged during the evening that allow these young children to see the next generation of leaders in our community -- our medical students -- model the spirit of kindness, sharing, and the sheer enjoyment of having fun while learning.

Dean’s Corner, Tucson

*Chuck Cairns, MD, interim dean, UA College of Medicine – Tucson*

COM-T hit a medical school application milestone on Oct. 20 with 6,000 students applying for membership in the Class of 2020. Applications continued to roll in until midnight on Nov. 3, bringing the total to around 6,300. Official numbers will be available in mid to late November after the Associate of American Medical Colleges verifies all the applications.

This record number is two and a half times what the College received in 2009 – the first year applications from students outside Arizona were accepted – and a 10 percent increase from last year.

With this increase in applicants, we need to do due diligence in selecting the right students for the 115-120 spots in the COM-T Class of 2020. That’s where faculty comes in. **Please sign up to serve as evaluators** for the Multiple Mini Interviews (MMI) during Applicant Visit Days, held Fridays and Saturdays through the beginning of February. Each MMI session lasts less than 2.5 hours, and it’s a rewarding way to spend your time.

For a list of available dates/times and to sign up for a MMI session – and help select members of the Class of 2020 – please contact Cassandra Votruba at cbotruba@medadmin.arizona.edu or 520-626-6214.

**Clinicians, Mark Your Calendars**

*Phoenix*
Suicide: A Review
BUMCP Department of Psychiatry Grand Rounds
Noon-1 p.m. Nov. 20, Medical Education Amphitheater
UA College of Medicine – Phoenix campus
Speaker: Sarah Sherman, DO

Tucson
Diagnostic Power of Modern Myocardial Perfusion Imaging: Integration of Perfusion and Function Findings in Patients with CAD and Heart Failure
Cardiology Grand Rounds
Noon-1 p.m. Friday, Nov. 6, Sarver Heart Center, Room 4137
Speaker: Aiden Abidov, MD, PhD

Flu Shot Deadline is Dec. 1
Banner Health believes flu vaccination is the right thing to do to protect our patients, colleagues, families and ourselves. All physicians, staff, volunteers and students are required to receive a flu vaccine or submit and approved medical or religious exemption by Dec. 1, 2015.

Phoenix
- Nov. 9, 6:30 a.m.-3:30 p.m., Educational Services A
- Nov. 11, 2-9 p.m., Educational Services A
- Nov. 16, 2-9 p.m., Educational Services A

Tucson
- Nov. 5, 10 a.m.-2 p.m., Break Room, Elvira Corporate Offices
- Nov. 19, 8-3:30 p.m., La Galeria, BUMCS

In the News

Tucson Man Thanks Rescuers and Doctors After Going into Cardiac Arrest While Driving
Drs. Ranjith Shetty, Toshinobu Kazui and Yuval Raz of BUMCT

Banner Helping Raise Concussion Awareness
Sarah Schodrof, certified athletic trainer at Banner Concussion Center, Phoenix

Flu Season Early in Arizona; It’s Not Too Late to Vaccinate
Sean Elliott, MD, director of infection prevention at BUMCT and BUMCS

Q&A with Trauma Surgeon Peter Rhee about Gun Violence and 2011 Tucson Shooting
Peter Rhee, MD, BUMCT chief of Trauma, Critical Care, Burn and Emergency Surgery

Reminder: Clinics Closed Day after Thanksgiving
Please note that Banner clinics will be closed on Thursday, Nov. 26, for the holiday and also Friday,
Nov. 27, the day after Thanksgiving.

Got a Question for BUMG?
Submit email questions and comments to BUMGquestions@bannerhealth.com, and they will be fielded by the appropriate executive. Common questions will be shared in future communications.