

EXHIBIT B-1

University of Virginia Medical Center
Job Description
Acute Care Medical Director

POSITION TITLE: Medical Director, Patient Progression, University of Virginia

REPORTS TO/Immediate Supervisor: Chief Medical Officer (CMO)

GENERAL SUMMARY:

The Medical Director coordinates, directs and evaluates all aspects of patient care related to patient progression rendered by the medical providers (faculty, residents, nurse practitioners, and physician assistants) in the UVA Medical Center. The Medical Director will function in a dyad partnership with the Chief Administrative Officer (CAO). Together, they will collaborate with other clinical departments and operational managers, to direct efforts to provide timely patient care in the UVA Medical Center.

The Medical Director is expected to regularly communicate with the CMO and respective Associate Chief Medical Officers of the Medical Center and provide leadership and strategic direction for patient flow and capacity management within the UVA Medical Center.

The Medical Director is expected to dedicate a percentage of his/her time for administrative Medical Director services and activities. Support is subject to a 40% withhold pending achievement of assigned projects.

The Medical Directors will partner with the Unit Based Leaders (UBL) to achieve patient progression goals. The UBL, the foundational structure for UVA Health's "Be Safe" initiative, provides a local multidisciplinary leadership structure with the aim of improving accountability for clinical performance at the unit level. The goals of the UBLs are to improve quality, safety and patient satisfaction as outlined in the Medical Center Quality Plan. In an academic environment where there are many levels of medical providers, the role of the physician leader is critical. The role of the Medical Director of Patient Progression will, by nature, involve interactions with multiple unit-based leadership teams to integrate and align activities related to patient flow and throughput.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

A. People

1. Create and support a well-organized, easily accessible and responsive environment for medical providers to provide patient care.
2. Promote interdisciplinary teamwork and demonstrate such through collaboration with Medical Center manager(s).

3. Work with the Medical Center managers to assure faculty and staff are functioning to the full extent of their abilities and that resources required to perform patient care duties are available.
4. Address personnel conflicts and unprofessional behavior on the part of medical providers. Resolution of conflict or unprofessional behavior should follow established Health System policy.

B. Service

1. Ensure provision of care in clinical service area is both timely and patient-centered.
2. Support Patient Progression Coalition efforts through IIDR standardization, EMR optimization for discharge workflows, and collaboration with acute care Medical Directors.
3. Serve as liaison for post-acute services to ensure optimal transitions of care to post-acute facilities.
4. Collaborate with Case and Utilization Management leaders to provide guidance and support for complex patient discharges requiring multidisciplinary support.
5. Address recurring barriers to discharge occurring across multiple areas, such as procedural delays and goals of care alignment, through multidisciplinary committees and leadership escalation.
6. Partner with the Bed Center/Transfer Center Medical Director to manage inpatient capacity.
7. Lead surge management efforts during capacity challenges, including facilitation of communication with medical provider stakeholders and driving unified provider behaviors for safe and efficient discharges.

C. Quality

1. Lead standardization of practice through optimization of surge capacity management.
2. Collaborate with the Medical Center managers to participate and direct specific quality improvement activities and to achieve annual quality plan standards as related to patient progression.
3. Coordinate with ACMOs to develop appropriate Patient Progression measures with proper benchmarks that will be utilized to drive best practices across the Medical Center.
4. Ensure accountability of such measures.
5. Regularly review quality reports, including the information posted on the Quality Performance Improvement website, for trends and opportunities. Communicate trends, opportunities and expectations to medical providers.
6. In partnership with the CAO, Bed Center/Transfer Center, and HIT, leverage information systems to facilitate workflows for expedient discharges. Additionally, the Medical Director of Patient Progression shall provide clinical support and guidance to external vendors in designing and maintaining IT platforms related to patient progression efforts.

D. Finance

1. Assist the CAO in preparing the annual budget and make adjustments as needed during the year related to patient progression.

E. Governance

1. Lead Patient Progression Coalition or other committees with the dyad partner to develop and execute patient progression strategy and tactics.
2. Regularly attend and represent medical providers at meetings held by the ACMO.
3. Participate in departmental or institutional work groups as requested by the ACMO or CMO.
4. Develop and maintain policies and procedures to drive Patient Progression excellence and ensure regulatory compliance.

F. Participate in other duties as assigned by the CMO/ACMO.

G. The Medical Directors shall dedicate a percentage of their time for administrative Medical Director services and activities, as outlined in the BA200 Medical Director appointment.

QUALIFICATIONS:

1. Medical degree from an accredited University and active faculty in good standing.
2. Possesses skills in communication (both verbal and written), mentoring/coaching and collaboration.
3. Minimum of 3 years of leadership experience.

CONFLICT RESOLUTION:

Address personnel conflicts and unprofessional behavior on the part of licensed independent providers. Resolution of conflict or unprofessional behavior should follow established Health System policy.

<p>NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as negotiated to meet the ongoing needs of the organization.</p>
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