

# HWCOM Administrative and Staff Assembly June 2024





# AGENDA

*Introduction of Committee Members*

*Message from the Dean & Baptist Update*

*HR Updates*

*Change Management*

*Trivia time*

*MD LCME Self Study Kickoff*



# COMMITTEE MEMBERS



**Tyler Ortiz**  
Academic Affairs



**Elizabeth Ponce De Junco**  
Research Administration



**Kerland Jacques**  
NHelp



**Katrina Amie**  
Dean's Office - IKM



**Amira Mohammed**  
Student Affairs



**Stephanie Tadal**  
Medical Education

# Message from the Dean

**Juan C. Cendan, M.D.**

Senior Vice President of Health Affairs  
and Dean of the Herbert Wertheim  
College of Medicine

**FIU**





# Baptist Affiliation Update

**FIU**

Herbert Wertheim  
College of Medicine



Baptist Health  
South Florida



# Partnership Definition Process

*To effectively develop a future alignment model, senior executives from FIU and FIU HWCOC met regularly over a 5-month period to discuss and agree upon the long-term structure and joint activities of the partnership.*

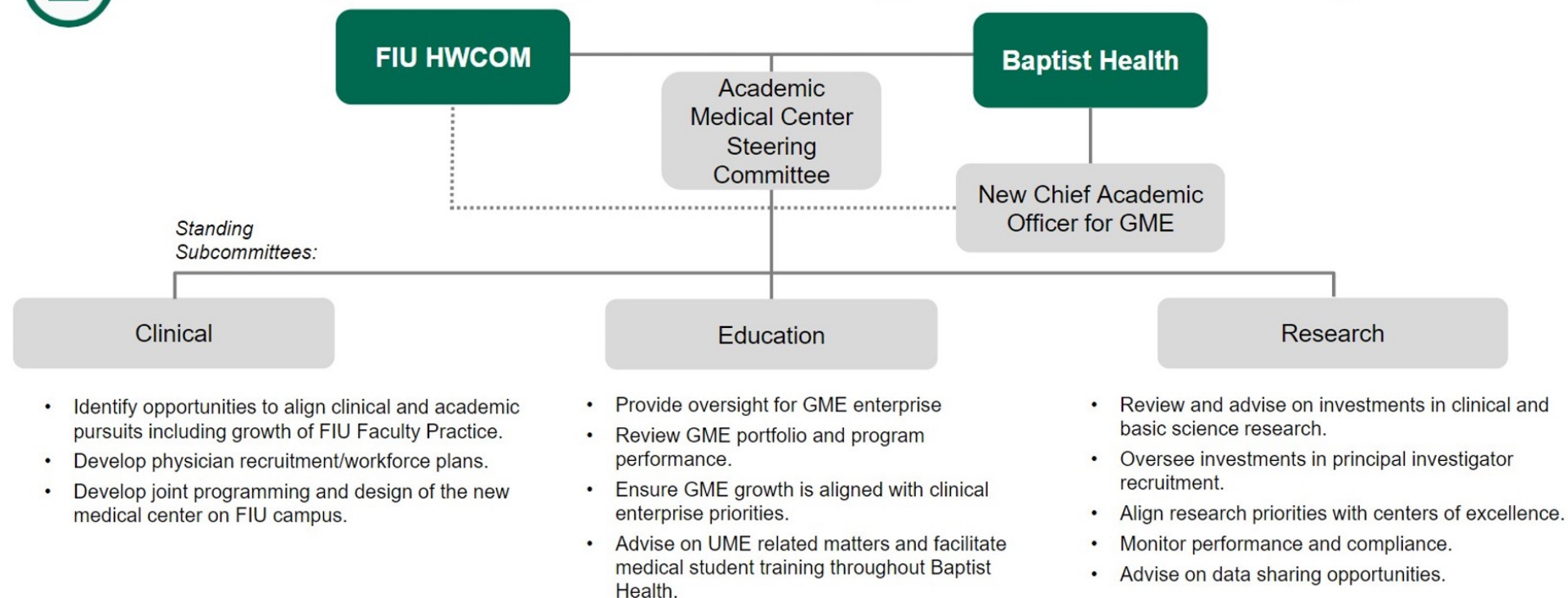
Partnership Definition Leadership Stakeholder Group		
<u>Organization</u>		<u>Title</u>
	Ana Lopez-Blazquez	<i>EVP and Chief Strategy and Transformation Officer, BHSF; CEO, Baptist Health Enterprises</i>
	David Friedman	<i>SVP and General Counsel</i>
	Jack Ziffer, MD	<i>EVP and Chief Clinical Officer; Chief Physician Executive</i>
	Janette Sanchez	<i>Corporate VP, Finance</i>
	Jason Virelli	<i>Corporate VP, Corporate Strategy &amp; Transformation</i>
	Juan Cendán, MD	<i>SVP Health Affairs; HWCOC Dean</i>
	Carlos Castillo	<i>FIU General Counsel</i>
	Osmel Delgado	<i>Associate Dean Clinical Operations</i>
	Sonia Benitez	<i>Sr. Associate Dean Finance and Administration</i>
	Val Aubourg	<i>Sr. University Counsel and Chief Legal Officer</i>

- *12+ meetings of leadership stakeholder group*
- *Research and teaching sub-groups to discuss current activities and collaboration opportunities*
- *Jointly retained outside consulting support (Chartis) to guide process and address key issues*
- *Outside counsel (Ingersoll) from both parties supporting translation of business agreements to legal terms*





## Shared governance, accountability, and decision-making



Note: Academic Medical Center Steering Committee may elect to establish additional time-limited, ad-hoc work groups to address specific growth initiatives for the partnership.

# Committee Compositions

Committee	Members	Title
Steering Committee Chair: Dr. Cendan Project Manager: Jess Kramer / Maria Pineda	Dr. Cendan Sonia O. Benitez Osmel Delgado Bill Ulbricht Ana Lopez-Blazquez Janette Sanchez	Senior Vice President Health Affairs, HWCOT Dean Senior Associate Dean Finance and Adm Associate Dean for Clinical Operations CEO - Baptist Health Miami Executive Vice President & Chief Strategy Officer, Chief Executive Officer, Baptist Health Enterprises Corporate Vice President of Finance
Joint Development Committee Co-Chairs: Dr. Cendan and Ana Lopez-Blazquez Project Manager: Jess Kramer / Maria Pineda	Dr. Cendan Osmel Delgado Sonia O. Benitez Jose A. Rodriguez Aime Martinez Ana Lopez-Blazquez Jason Virelli Laura Perez-Heydrich Nancy Batista Rodriguez Scott Harding	Senior Vice President Health Affairs, HWCOT Dean Associate Dean for Clinical Operations Senior Associate Dean Finance and Adm Director of Facilities Planning & Operations CFO and Sr. Vice President for Finance and Administration Executive Vice President & Chief Strategy Officer, Chief Executive Officer, Baptist Health Enterprises Corporate Vice President Planning & Business Development Vice President of Finance Outpatient Operations CEO - Baptist Outpatient Services Vice President Construction & Facilities Management
Joint Marketing and Co-Branding Project Manager: Leila Malouf / Maria Pineda	Michelle Palacio Christine Kotler	Senior Vice President for Strategic Communications, Government and External Affairs Corporate Vice President / Chief Marketing Officer
Education Co-Chairs: Dr. Levine and Dr. Hernandez Project Manager: Maria Pineda / Natalie Bravo	Dr. Hernandez Dr. Fahmy Jason Bell Janette Sanchez Dr. Levine Dr. Hernandez Suarez Dr. Toonkel Elizabeth Bezoz	Vice President Medical Education Chief Quality Informatics Officer Assistant Vice President Academic Affairs Corporate Vice President of Finance Associate Dean for GME Senior Associate Dean for Student Affairs Associate Dean for Curriculum and Medical Education Chief Admin Officer Dean's Office
Clinical Co-Chairs: Osmel Delgado and Jason Virelli Project Manager: Leila Malouf / Maria Pineda	Dr. Fialkow Pete Mallias Jason Virelli Osmel Delgado Dr. Rabassa Priscilla Chavez	Chief Medical Executive Population Health, Deputy Director Miami Cardiac Vascular Institute Chief Operating and Administrative Officer Clinical Enterprise Corporate Vice President Planning & Business Development Associate Dean for Clinical Operations Ambulatory Care Center Medical Director Chief Admin Officer Clinical Affairs
Research Co-Chairs: Dr. Black and Dr. Ahluwalia Project Manager: Maria Pineda / Natalie Bravo	Dr. Lipkin Dr. Ahluwalia Alan Gomez Dr. Black Dr. Unwalla Michael Paez	Corporate Vice President Chief Research Officer Deputy Director Miami Cancer Center Vice President of Finance Miami Cancer Institute & Physician Operations HWCOT Associate Dean for Research Professor HWCOT Chief Adm Officer for Research



# Model Overview: *Tripartite Mission Collaboration*



## Teaching

1. **22 GME residencies and fellowships**, FIU as sponsoring institution
2. **Shared GME leadership**; FIU academic leadership with accountability to both parties
3. **Share infrastructure and resources**
4. **Integration of undergraduate medical education**



## Clinical

1. **Faculty Clinical Practice** as platform for faculty growth; jointly defined recruitment plan
2. **Faculty Clinical Practice** will operate through two Faculty Practice Plans:
  - A. BHMG Faculty Practice Plan
  - B. FIU Faculty Practice Plan
3. Invest and jointly define program for **Integrated Medical Center (IMC)**
4. BHSF manages and operates IMC and **Ambulatory Care Center (ACC)**



## Research

1. **Shared research portfolio strategic plan**; key priorities for research and opportunities for clinical and academic differentiation
2. **Investment in research** across the enterprises; agreement to define ROI on funding
3. **Integration of research resources and infrastructure**, sharing in legacy investments
4. Commitment to **align research funding and reporting** where it best benefits organizational reputation

# Current Status: *Tripartite Mission Collaboration*



## Teaching

- **Accredited GME programs at Baptist** (including Family Medicine, Internal Medicine, Neurology, Surgery, and several Radiology and Orthopedics specializations) **will transition to FIU sponsorship in September 2024** and will be renamed Florida International University/Baptist Health (program name).
- Joint recruitment for these programs has begun, with **residents and fellows scheduled to start their training in July 2025**.



## Clinical

- The Baptist operations team has been **reviewing ACC utilization and operational workflows**, with team members present on-site weekly to **ensure effective integration**.
- Collaborative efforts have led to the **development of short-term and long-term programs aimed at supporting the growth of clinical services at the ACC**, aligning with educational and research needs.

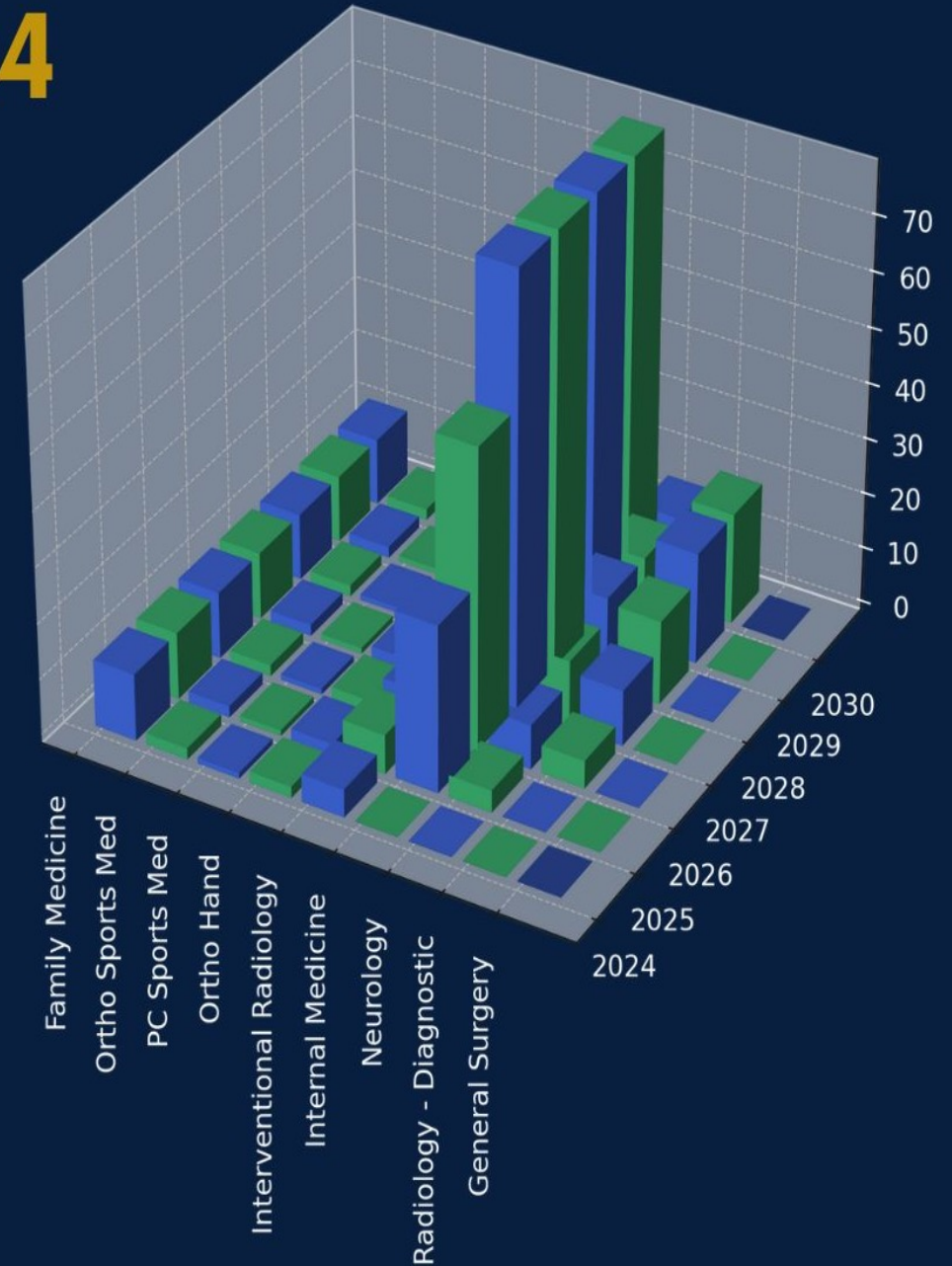


## Research

- The research committee has **identified joint focus areas in Cardio-Pulmonary Sciences, Neurological Sciences, Cancer, and Orthopedics**, and has initiated a program to fund pilot grants for projects requiring joint PIs from FIU and Baptist, with **research updates expected in late 2024**.
- **Major investments will be made in NIH-funded PhD investigators in brain tumor biology over the next three years** to complement Baptist's clinical excellence, **aiming to achieve international renown in this field**.

# FIU SPONSORED PROGRAMS STARTING 2024

- Family Medicine
- Ortho Sports Med
- PC Sports Med
- Ortho Hand
- Interventional Radiology
- Internal Medicine
- Neurology
- Radiology - Diagnostic
- General Surgery (September 2024)





# Current Leadership Searches

## ❖ Senior Associate Dean for Academic Affairs

- Search & Screen Committee conducted 1<sup>st</sup> round of zoom interviews
- Campus visits being scheduled with 2 candidates



## ❖ Designated Institutional Official, Associate Dean for Graduate Medical Education

- Campus visits being scheduled with 5 candidates

## ❖ Chair for the Department of Medical Education

- Candidate interview with committee and Faculty Meet & Greet session finalized
- Interview with Dean scheduled

## ❖ Chair for the Department of Internal Medicine

- Candidate interviews with committee finalized
- Faculty Meet & Greet sessions being scheduled

# Questions



# HR Updates

## **Professional Development Training for Administrative and Staff employees coming soon!**

- Stay tuned for more details

## **PEP Process**

- Performance Excellence Process (PEP) self-evaluation due July 26<sup>th</sup>, 2024

## **New Online Leave of Absence (LOA) request Form**

- Going green, no more paper!
- Online Leave of Absence (LOA) Request form available at: PantherSoft my.fiu.edu

>Employee Self Serve >Employee Resources>Employee Form>Benefits Form>Leave of Absence Request Form





# Change Management

**Dr. Shanequa Fleming, MBA**  
**CEO of Culture Accelerators**

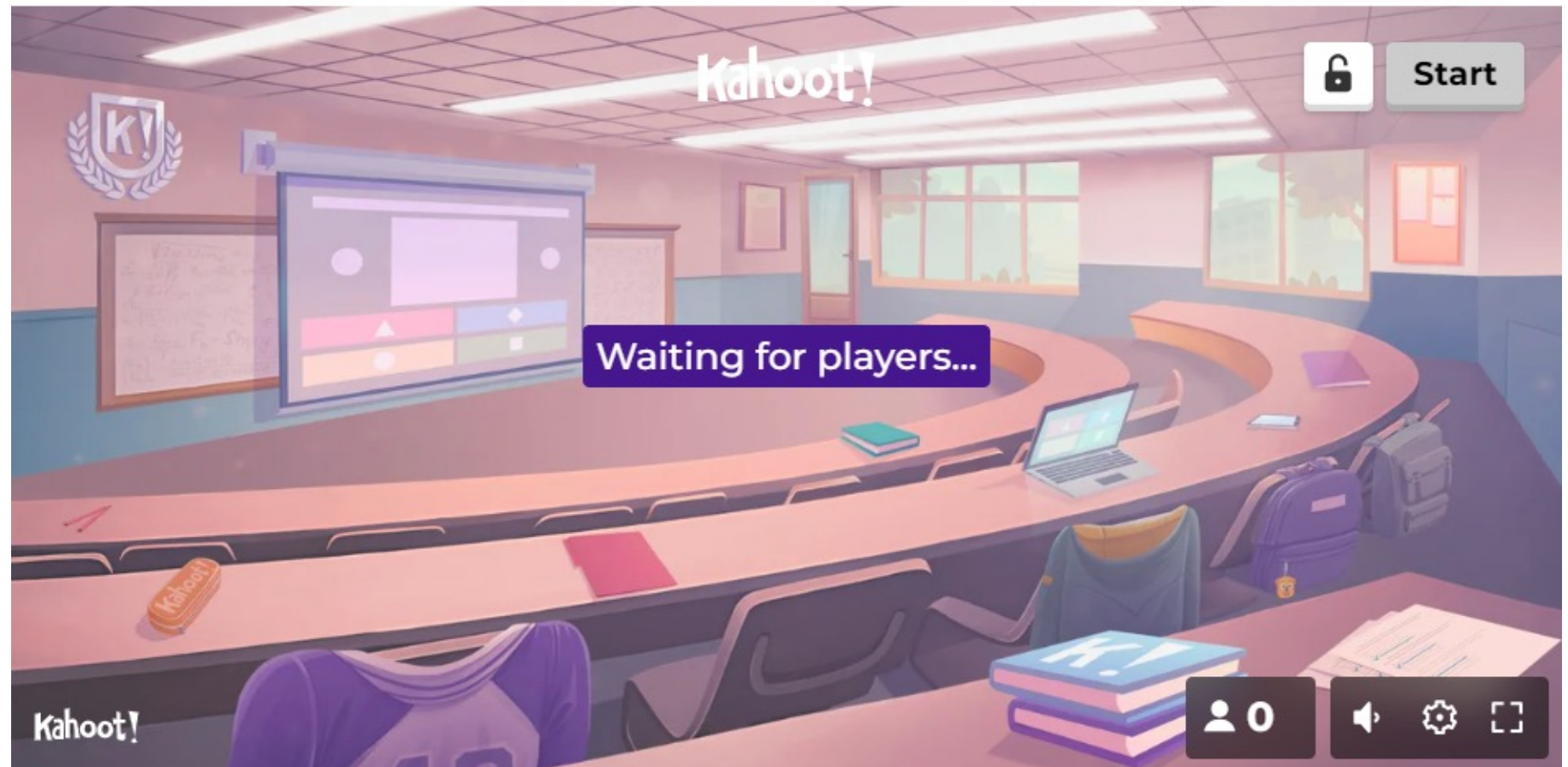
**FIU**



# Trivia time



Join at [www.kahoot.it](https://www.kahoot.it) with Game PIN: **474 9119**



**FIU**

# *MD LCME Self Study Kickoff*

**Janelle M. Fernandez  
Director of Accreditation**

**FIU**







# Introduction

- Accreditation is a process of quality assurance in postsecondary education that determines whether a program meets established standards for structure and performance.
- HWCUM's Doctor of Medicine (MD) degree program is accredited by the Liaison Committee on Medical Education (LCME).

# What is the LCME?

- Nationally recognized (U.S. Department of Education) accrediting authority for the medical education programs leading to the M.D. degree in the U.S. and Canada.
- Founded in 1942 and jointly sponsored by the American Medical Association (AMA) and Association of American Medical Colleges (AAMC).
- Consists of 21 voting members (professional members from education and clinical practice, public members, and medical students).





# Importance of Accreditation

- National process of quality assurance/improvement
- LCME accreditation establishes students' eligibility for:
  - Certain federal grants and student financial aid
  - United States Medical Licensing Examinations (USMLE)
  - Accreditation Council of Graduate Medical Education (ACGME) accredited residency programs





# HWCOM's LCME Accreditation History

- 2008 – granted preliminary accreditation
- 2011 – granted provisional accreditation
- 2013 – granted full accreditation
- 2018 – continued full accreditation
- Next Full Survey Visit: AY2025-26



# Full Accreditation Reviews

Occur on an eight-year cycle and consist of the following steps:

1. Completion of the data collection instrument (DCI), the independent student analysis (ISA), and compilation of other supporting documents
2. Self-study summary report
3. Visit by an ad hoc survey team and post survey team report for review by the LCME
4. Action on full accreditation by the LCME

# LCME Standards

- 1: Mission, Planning, Organization, and Integrity
- 2: Leadership and Administration
- 3: Academic and Learning Environments
- 4: Faculty Preparation, Productivity, Participation, and Policies
- 5: Educational Resources and Infrastructure
- 6: Competencies, Curricular Objectives, and Curricular Design
- 7: Curricular Content
- 8: Curricular Management, Evaluation, and Enhancement
- 9: Teaching, Supervision, Assessment, and Student and Patient Safety
- 10: Medical Student Selection, Assignment, and Progress
- 11: Medical Student Academic Support, Career Advising, and Educational Records
- 12: Medical Student Health Services, Personal Counseling, and Financial Services




# AY2025-26 LCME Accreditation Leads

- Faculty Accreditation Lead (FAL) – Dr. Rodolfo Bonnin
- Site Visit Coordinator (SVC) – Janelle Fernandez
- Standard Chairs:
  - Sonia Benitez (Standards 1, 2, and 5)
  - Dr. Rebecca Toonkel (Standards 3, 6, 7, 8, and 9)
  - Dr. Jorge Camilo Mora (Standards 4)
  - Dr. Yogi Hernandez-Suarez (Standards 10, 11, and 12)







Thank you for your continued support for  
our CQI processes and preparation for  
upcoming LCME accreditation visit in  
October 2025!





Questions?

**FIU**