Trinity Health Physician Opportunity
St. Joseph Mercy Oakland
Posting #THSTJOEOAK – 2198

SPECIALTY
Physician Advisor

HOSPITAL
St. Joseph Mercy Oakland

LOCATION
Pontiac, Michigan

GROUP PRACTICE
No

PRACTICE MODEL
Employment

STATUS
Full Time

REQUIREMENTS
Board Certified

CALL COVERAGE
TBD

OPPORTUNITY HIGHLIGHTS

St. Joseph Mercy Oakland (SJMO) has an excellent full time employment opportunity for a Board Certified Physician Advisor located in Pontiac, Michigan.

The Physician Advisor will assure effective and efficient delivery of quality medical care consistent with federal, state, and regulatory statute standards for utilization review management and documentation. The advisor will work with Trinity Health System office and Regional Health Ministry leadership to identify opportunities to improve care and documentation as well as minimize clinical denials by providing the physician perspective on utilization review to achieve physician adoption of best practices and documentation requirements.

The Physician Advisor will serve as a liaison between the departments of Quality Management, Outcomes Management, Clinical Documentation Improvement, the Medical Staff, Insurers and RHM senior leadership. This opportunity will also be responsible for providing guidance and education to physicians on utilization review regulatory changes as well as documentation requirements to support coding, accurate reimbursement, quality and outcomes measurement and medical necessity for the services provide.

The qualified candidate will have the following experience/certifications and education:

- Must possess either a Doctor of Medicine, Doctor of Osteopathic Medicine.
- Unrestricted current license to practice medicine in the Michigan.
• Board certification in clinical area of expertise.
• Must have five or more years of clinical practice experience
• Membership on the Medical staff and "privileged to write orders to clarify patient status"
• Excellent interpersonal skills with ability to build collaborative working relationships with medical staff, clinical staff, finance and compliance.
• Excellent written and oral communication skills; ability to write clearly and succinctly in a variety of communication settings and styles.
• Possess an understanding and working knowledge of current health care regulation, accreditation and licensure requirements for physicians and facilities.
• Ability to demonstrate a comprehensive knowledge of a broad range of medical/surgical diagnoses, treatment modalities, therapeutic services and intervention techniques.
• Demonstrate a working knowledge of Quality Management, Utilization Management, documentation processes and program structure.
• Ability and willingness to effectively approach physicians on issues related to quality, documentation and utilization as needed.
• Ability to make sound decisions based on criteria of Medicare/Medicaid, other payers and/or other utilization/reimbursement agencies regarding medical necessity and the quality, appropriateness and efficacy of patient care.
• Personal presence that is characterized by a sense of honesty, integrity, and caring as well as the ability to inspire and to motivate others to promote the philosophy, mission, vision, goals, and values of the Ministry.

The responsibilities for this opportunity will include:

• Understands, incorporates, and demonstrates the mission, vision, and values of the Ministry in leadership behaviors, practices, and decisions.
• Provides prospective, concurrent and retrospective review and opinion on cases referred by utilization review, case management, and clinical documentation specialists including cases referred for medical necessity and appropriate level of care.
• Supports Quality Improvement and Outcomes Management staff in activities related to quality, utilization and resource management.
• Supports Documentation and Coding Specialists by serving as a resource in reviewing cases and interfacing with physicians to obtain responses to coding queries.
• Creates an environment that is data driven to review the utilization of resources and objectively measure the outcomes for inpatient and observation stays. Monitors physician and group patterns and presents the information to physicians and hospital committees.
• Reviews cases under dispute with third party payers and presents the hospital’s case to third party payer Medical Director or Peer Review Board in order to overturn denials and receive payment.
• Collaborates with hospital leadership, case management, and business office staff to assist in addressing concurrent and retrospective denials.
• Provides education to medical staff on new clinical practice guidelines, protocols, research evidence and regulatory requirements including ICD-10, meaningful use, Joint Commission on Accreditation of Hospitals and compliance.
• Influences other physicians to adopt new or revised processes or guidelines for the improvement of quality of care, outcomes, and documentation.
• Collaborates with leadership to develop annual plan for providing medical staff performance feedback in the areas of quality, outcomes, documentation quality, and utilization review.
• Provides feedback to the medical staff regarding quality improvement and outcomes initiatives and reports individual physician profiles to medical staff members based on annual plan.
• Provides one on one physician education when necessary on wide array of topics including quality, utilization review, and documentation improvement.
• Collaborates with system office in implementing and monitoring clinical initiatives such as the sepsis collaborative and the development of clinical indicators/diagnostic criteria for diagnoses that prove problematic for reimbursement such as sepsis, malnutrition.
• Mediates and resolve conflicts with medical staff where quality, documentation, and utilization or case management are at issue.
• Provides leadership for Case Management staff by directing case management teams regarding appropriateness of patient specific plans of care and discharge planning.
• Provides consultant services in the areas of utilization review and case management, quality and outcomes management, and clinical documentation improvement to other RHMs on a rotational basis as needed.
• Facilitates strong working relationship between the medical staff, nursing, clinical documentation specialists, case managers, utilization review staff, coding and the management team.
• Attends appropriate medical department meetings for the purpose of: relating information specific to department utilization performance, updating the department on internal or external utilization practices, educating physicians on statistical and other review techniques.
• Maintains current knowledge of utilization, case management, clinical documentation and quality guidelines.
• Maintains a working knowledge of applicable Federal, State, and local laws and regulations, Corporate Integrity Program, Code of Ethics, as well as other policies and procedures in order to ensure adherence in a manner that reflects honest, ethical, and professional behavior.

The qualified candidate must also have the following leadership competencies:

• Achieves excellence by being action oriented, decisive and follows through and aligns resources to accomplish objectives.
• Uses effective strategies to facilitate change initiatives and overcome resistance to change.
• Builds cooperative relationships and alliances throughout the organization and relates to many different types of people including subordinates, superiors, peers, and outsiders.
• Understands complex issues and develops solutions that effectively address the problem.
• Lives out a set of deeply held personal beliefs and honors a spirit and presence greater than self and connects these to the CHE Trinity Mission and Core Values.
• Understands the role of emerging technology and its impact on operational effectiveness and organizational change.

This is an exciting opportunity for the right Administrative physician to join St. Joseph Mercy Oakland.
RECRUITMENT PACKAGE

St. Joseph Mercy Oakland is offering an excellent competitive compensation and benefit package.

ABOUT THE FACILITY

St. Joseph Mercy Oakland - St. Joseph Mercy Oakland (SJMO), a member of Saint Joseph Mercy Health System, is a 443-bed comprehensive, community teaching hospital and regional tertiary facility located in Oakland County, Michigan. SJMO is a member of Trinity Health, one of the largest Catholic health care organizations in the United States.

A long-time leader in Oakland County, SJMO was founded in 1927 by the Sisters of Mercy. For more than 80 years, SJMO has been a technologically forward hospital that combines advanced medicine and personal care to assist patients on their path to wellness. With dedicated physicians, nurses and hospital staff committed to providing quality care throughout the patient stay, St. Joseph Mercy Oakland has truly personalized the patient experience. SJMO has won numerous local and national recognition for patient safety, quality and performance, and consistently ranks in the top 10 percent of hospitals nationwide.

With a recent $54.5 million hospital renovation and expansion, SJMO has added an additional 120,000 square feet, housing a new emergency center, private patient tower, imaging center and retail pharmacy. SJMO provides a broad range of services including cardiology, orthopedics, women & children services, cancer care, and neurosciences. SJMO's staff and physicians are dedicated to providing excellence in patient care.

SJMO invites you to join its award-winning team, grow in a positive environment, and build a remarkable future with a leader in health care.

For more information about St. Joseph Mercy Oakland, please visit www.stjoesoakland.org.

COMMUNITY DESCRIPTION

Oakland County, Michigan - Named for its beautiful oak trees, Oakland County offers a blend of big city, suburban, and rural lifestyles. Oakland County is recognized as having Michigan’s second highest population with a residential population of more than 68,000
and has continued to grow since its inception over 175 years ago. Located north of Detroit, Oakland County is part of the nation’s seventh largest metropolitan area and is home to 39 cities and 14 townships. Today, residents have access to 30 downtown areas, nearly 90,000 acres of natural settings, several entertainment and sports venues, plus countless opportunities to achieve a high quality of life. This area is also home to several institutions of higher education, well-known private schools, and exemplary public schools.

With its proximity to Detroit, quality schools, and numerous recreational opportunities, the Oakland area is a perfect place to raise a family. Museums and golf courses are nearby, and Detroit’s sporting events, concerts and more are just a half-hour away. The old, well established neighborhoods of the past are joined by gorgeous new residential development. The Oakland area is also a great locale for pet lovers.

Oakland County is the new horizon for living, working and prospering. Focused on the future, Oakland County is one of the wealthiest counties in America, and features a quality of life and commerce that few places can match. Oakland offers world-class educational opportunities for children and adults, ranging from two award-winning public school districts, Avondale Schools and Rochester Community Schools, to Oakland University, a major Division I degree-granting university. The community also is served by 10 private schools, Rochester College and Oakland Community College, the largest of Michigan’s community-based publicly funded institutions.

With excellent schools, affordable housing, employment opportunities and an abundance of cultural and recreational activities, moving to Oakland County will be the best decision you can make.

ABOUT TRINITY HEALTH

Trinity Health is one of the largest multi-institutional Catholic health care delivery systems in the nation. We serve people and communities in 22 states from coast to coast with more than 90 hospitals and 100 continuing care facilities – including home care, hospice, PACE and senior living facilities and programs that provide nearly two and a half million visits annually. Trinity Health employs more than 133,000 colleagues, including 7,800 employed physicians and clinicians.

Our mission: We, Trinity Health, serve together in the spirit of the Gospel as a compassionate and transforming healing presence within our communities. We support this mission by living our core values of Reverence, Commitment to Those Who are Poor, Justice, Stewardship, and Integrity. Committed to recruiting talented physicians, we are looking for physicians who share our values and want to help us fulfill the health care needs of the communities we serve.

At Trinity Health, we value the physician relationship and focus on partnering with our physicians. Whether you are a practicing physician looking to relocate or a medical resident, we offer opportunities with the flexibility to fit your individual needs. If you would like to be part of Trinity Health, we encourage you to explore this opportunity at www.trinity-health.org.

If you are interested in this opportunity and would like to submit your CV, please email docopps@trinity-health.org or call Trinity Health Physician Recruitment at (734) 343-2300.