



Introduction to the Vermont Medical Society
House Health Care Committee
January 18, 2023

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ABOUT US

- 501(c)(6) nonprofit member service organization founded in 1784
- **2600 members:** MDs, DOs, PAs, medical students
 - About 2/3 of practicing MDs in the State
 - All specialties and practice settings
 - Group memberships (UVMMC, PMC, CVMC, RRMC, BMH, DHMC, NCH, PCHP, LHP, SVMC)
 - Individual memberships
- ***Dedicated to protecting the health*** of all Vermonters and ***improving the environment*** in which Vermont physicians & physician assistants practice medicine





WHO WE ARE: *PHYSICIAN LEADERS*

President:

Ryan Sexton, MD (Emergency Medicine, NVRH)

President:-elect:

Rebecca Bell, MD (Pediatric Intensivist, UVMMC)

Vice-President:

Katie Marvin, MD (Family Practice, Lamoille HP)

Immediate Past-President:

Simha Ravven, MD (Psychiatry, CMO, Howard Center)

Secretary-Treasurer:

Howard Schapiro, MD (UVM Health Network)



WHO WE ARE: BOARD

- *The Board shall seek to establish inclusive and diverse representation of members on the Board in areas such as medical specialty, practice type, geography, group membership and individual demographics*
- *Meets approx. 6 times per year to discuss the policy, governance, operations, and finances of the organization*

Executive Committee (5)

AMA Delegation (2)

Ex Officio (VDH, LCOM) (2)

At-Large Seats (5)

Geographic Representatives (7)

Specialty Representatives (13)

PA Representatives (1 voting, 1 alt)

Student & Resident Reps (2 voting)



Vermont
Medical
Society

VERMONT MEDICAL SOCIETY
PHYSICIAN AND PA SURVEY

JULY 2022

Full results available at:

[https://vermontmedicalsociety51665.wildapricot.org/resources/2022vmssurveyresults_Final1%20\(1\).pdf](https://vermontmedicalsociety51665.wildapricot.org/resources/2022vmssurveyresults_Final1%20(1).pdf)

"I LOVE my job. I have wonderful patients. They are appreciative and we have built positive relationships in my 5 years of practice. "

"Taking very high level care of patients and teaching students, residents, and fellows"

Results from July
2022 Survey Show
the Highs & Lows
of Practicing
Medicine

"The overall morale of physicians is as low as I have ever seen it."

"I don't have time to just be human."

What impacts your ability to practice medicine?

Out of 292 respondents the survey results show Vermont clinicians remain committed to their patients, but many are burned out from an unsustainable workload, exacerbated by administrative burdens and overbearing EMRs.

Under-staffing or Lack of Supportive Leadership Team: 91

Administrative Burden/EHR/Prior Auth: 91

Reimbursement/Compensation: 76

Lack of Work-Life Balance or Burnout: 32

Mental Health Support for Patients and Physicians: 18

Loss of Autonomy/Corporatization of Health Care: 16

Patient Access to Care: 9

COVID: 4

"Too many work hours. Too much administrative work after a 50 hour clinical week. I am a director of a clinical service and have no administrative time. All I do is put out fires and not improve anything."



"Shortage of healthcare personnel, both practitioners (physicians, PAs NPs) as well as support staff. We are stretched to the limit. My partner is retiring in June 2023 and I don't know if I am going to be able to replace her. And we are already short two [advanced practitioners]: one retired and the other had to move out of the area for family reasons. This is the perfect storm of The Great Resignation due to the pandemic combined with the aging of primary care physicians retiring and no one coming up from behind to replace them. This is a tsunami that will overwhelm our state in the next few years, and overwhelming my practice right now."

"I am a first year medical student looking at family practice. I am most concerned about being able to spend meaningful time with patients and being limited by the policies of insurance companies and hospitals that require lots of paperwork and short visit times."

"The deluge of EMR messages that require 100's of decisions daily, responses to staff and patients in an often untimely manner, and too many requests for opinions about medical issues. This has taken on a life of its own, and is not sustainable, and is a poor model for delivering care despite the fact that it seems benign enough."



WHAT WE DO

Specialty
Society
Administration

Practitioner
Health

Education
and
Outreach

Legislative &
Regulatory
Advocacy

SPECIALTY SOCIETY SUPPORT

VMS provides services to specialty societies that not only serve to bolster the specialty society as an organization but also to increase the communication and collaboration between the specialty societies and the VMS.

- American Academy of Pediatrics Vermont Chapter
- American College of Physicians Vermont Chapter
- American College of Surgeons Vermont Chapter
- Vermont Academy of Family Physicians
- Vermont Ophthalmological Society
- Vermont Orthopaedic Society
- Vermont Psychiatric Association
- Vermont Society of Anesthesiologists
- Vermont State Association of Osteopathic Physicians & Surgeons





Vermont
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PRACTITIONER HEALTH

Vermont Practitioner
Health Program
134 Main Street
Montpelier, VT 05602

Confidential Phone:
802-223-0400
Confidential Fax:
802-223-4393

Nels Kloster, M.D.
Medical Director

Colleen Magne
Program Administrator

Offices Located at:
134 Main Street, Montpelier,
VT 05602

VERMONT MEDICAL
SOCIETY'S

PRACTITIONERS NEED
NOT SUFFER.
HELP IS AVAILABLE
AND IT WORKS.

Confidential number:
802.223.0400

[http://www.vtmd.org/education/
practitioner-health](http://www.vtmd.org/education/practitioner-health)

*Vermont
Practitioner
Health
Program*

Vermont
Medical
Society

A confidential program
designed and administered
by practitioners,
for practitioners.



PRACTITIONER HEALTH



Medical Staff Clinician Well-Being Workshops

- A Clinician's Guide to Recovering from the COVID Marathon
 - A Realistic Look at 'Work-Home Balance' for Clinicians
 - Lead Well While Being Well

Vermont Clinician Wellbeing Collaborative

Wellbeing champions meeting approximately monthly to:

- Learn and share best practices
- Create a peer support network
- Design regional and statewide opportunities for clinician wellbeing

<https://vtmd.org/vms-medical-staff-clinician-well-being-workshops>

EDUCATION/OUTREACH

Please Welcome the
2020 VMSERF
Hanley Leadership
Course Cohort

Be the Change You Want to
See in Health Care

Vermont
Medical Society
Education & Research
Foundation

DANIEL HANLEY
CENTER FOR HEALTH
LEADERSHIP

LUMUNOS

THE
PHYSICIANS
FOUNDATION

Cohort 4 began January 2023

See curriculum and participant bios at:

<https://vtmd.org/physician-executive-leadership-institute/>

EDUCATION/OUTREACH



Mildred Reardon Student Scholarship

Awards \$10,000 to a University of Vermont Larner College of Medicine current third year student committed to practicing medicine in Vermont.

<https://vtmd.org/mildred-reardon-student-scholarship>

EDUCATION/OUTREACH

Educational Resources



Vermont Guide to Health Law

No Surprises Act

HIPAA

Health Equity

Wellness Resources/Webinars

Opiate Prescribing

<https://vtmd.org/educational-resources-and-links/>



ADVOCACY

Significant investment in primary care is critical to maintaining access to affordable, quality health care in Vermont



Medicaid Payments

Increase to 100% of the 2022 Medicare rate



Primary Care Spend

Increase to 12% of Vermont's total health care spending



Payment Reform Support

Increase primary care engagement in payment reform



Workforce

Ongoing funding for primary care scholarships and increased loan repayment



Prior Authorization

Reduce administrative burden, specifically prior authorizations

See full 2022 Primary Care Platform at:
https://vtmd.org/client_media/files/primary_care_onepagers_11.2021_1.pdf



2022 *SUCCESSES*

Sustainability

- Medicaid payments for primary care increased to 100% of 2022 Medicare rates
- FY2023 Budget must fund primary care at 100% of Medicare or report on gap
- Study of Blueprint for Health funding for community health teams and quality improvement

Workforce

- FY23 budget continues to fund 10 primary care physician incentive scholarships
- \$500,000 added to loan repayment program for primary care; \$2m for PAs and nurses
- \$15 million+ to be made available this fall for “workforce recruitment and retention”

Coverage

- 3 no-cost primary care and mental health visits in every standard insurance plan
- Medicaid expanded coverage for 12-months of post-partum care



2023 AGENDA

Sustainability

- Retain Medicaid payments for primary care at least at 100% of 2022 Medicare rates
- Implement recommended increases to Blueprint for Health
- Minimum primary care spend by payer
- Pay parity for audio-only telehealth services
- Updated Workers' Compensation Fee Schedule

Workforce

- Address violence against health care workers
- Continue funding for primary care scholarships & loan repayment
- Implement \$15 million in workforce recruitment and retention
- Support for Family Medicine Residency program

Administrative Burden

- Expansion of payer Gold Card pilots created by Act 140 of 2020

Public Health

- SUD policies and funding (including cannabis advertising, potency)
- "Shield Law" for providers of reproductive health care services
- Increased pediatric and adult mental health services
- Suicide and gun violence prevention

Join the Vermont Medical Society

Health Care in Crisis: Steps to Ensure the Survival of Medicine in Vermont

Vermont
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January 18th, 2023

VMS Advocacy Day

Statehouse Cafeteria
Legislative Reception from 4-6pm



THANK YOU!

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