

## **South Shore Hospital**

### **Chief of Hospitalist Medicine**

S. Weymouth, MA

#### **The Organization**

South Shore Hospital (see [www.sshosp.org](http://www.sshosp.org)) is the leading regional provider of acute, outpatient, home health and hospice care to the approximately 725,000 residents of Southeastern Massachusetts. South Shore Hospital (SSH) is a subsidiary of South Shore Health and Educational Corporation. Both are charitable, not-for-profit, tax-exempt organizations, governed by a volunteer board of directors. South Shore Hospital's home health care division includes South Shore Visiting Nurse Association, Hospice of the South Shore and Home & Health Resources. South Shore Health and Educational Foundation generate philanthropic support for South Shore Hospital and its not-for-profit programs.

South Shore Hospital's main campus is located 16 miles south of Boston, Massachusetts, on a site of approximately 10 acres in South Weymouth, at the intersection of Route 18 (Main Street) and Fogg Road — one mile south of Route 3, the major route between Boston and Cape Cod.

South Shore Hospital was founded in 1922 as the 20-bed Weymouth Hospital and has been in continuous operation in South Weymouth since then. In 1945, the hospital's name was changed from Weymouth Hospital to South Shore Hospital to reflect its regional scope of care and services. When the additional 60 bed expansion is completed in December 2012, licensed bed capacity will be 378.

South Shore Hospital's 888-member medical staff represents all leading medical specialties, from allergists to urologists. The hospital requires that all active medical staff members be board-certified within seven years of completion of an approved residency or fellowship program. A total of 94 percent of the hospital's affiliated physicians are board-certified and six percent are board-eligible. South Shore Hospital is the only hospital in Southeastern Massachusetts with employed physician leaders of emergency, obstetrics/gynecology, surgery, internal medicine, pediatrics, critical care medicine, infectious disease, and cardiovascular medicine.

South Shore Hospital employs 3,793 people, with a \$185 million annual payroll. South Shore Hospital's volunteer services department organizes the activities of more than 600 volunteers in the hospital, in private homes, and in the community. The hospital has the largest volunteer team in the region: volunteers are an integral part of the hospital's team, providing support to hospital staff, physicians, patients, families, visitors, and community residents. In fiscal year 2009, hospital volunteers contributed more than 80,000 service hours in the community and at the hospital — the equivalent of \$2.0 million. South Shore Hospital offers a comprehensive range of health care services to meet diverse community needs, including the following:

- **Emergency care:** South Shore Hospital's emergency department is the third busiest in Eastern Massachusetts and the fourth busiest in the Commonwealth, with more than 82,000 patient

visits each year. The pediatric patients are seen by PEM trained physicians from Children's Hospital.

- **Trauma care:** South Shore Hospital is licensed by the Commonwealth of Massachusetts Department of Public Health as a Level II trauma center. American College of Surgeons approved.
- **Acute care:** The hospital provides acute medical, surgical, obstetrical/gynecological (OB/GYN), pediatric, cardiovascular, and cancer care. The hospital's critical care units are staffed by an intensive care physician 24 hours a day.
- **Maternal and newborn care:** South Shore Hospital's maternal/newborn program is licensed by the Commonwealth of Massachusetts Department of Public Health as a Level III provider, in recognition of the advanced care provided to mothers and infants.
- **Pediatric care:** South Shore Hospital's 15-bed inpatient pediatric unit features a nursing team expert in caring for children. The hospital's pediatric emergency service is the only one of its kind in the region, staffed by board-certified pediatric emergency physicians affiliated with both South Shore Hospital and Children's Hospital. This will be 24/7/365 in August.
- **Surgical care:** South Shore Hospital's surgical team is the region's largest, with 120 board-certified surgeons, 24 board-certified anesthesiologists, 28 certified registered nurse anesthetists, and more than 245 nurses, technicians and other perioperative staff members who perform about 15,000 surgeries each year.
- **Cardiovascular care:** Cardiovascular complications are a primary reason why patients seek care at South Shore Hospital. The Hospital's cardiovascular center partners with specialists from the Brigham and Women's Hospital who augment the specialized services provide by the Hospital. A highly specialized program provided by Brigham and Women's cardiac specialists is emergency angioplasty through the MASSCOME Trial.
- **Cancer care:** South Shore's Cancer Care program, in clinical affiliation with Dana Farber Cancer Center and Brigham and Women's Hospital, is accredited by the American College of Surgeons. Only 25 percent of US hospitals earn the Commission on Cancer approval.
- **Medical care:** South Shore Hospital has seven inpatient nursing units and 205 licensed beds to care for adults with acute and chronic medical conditions and is adding 60 additional beds by December 2012.
- **Outpatient service:** The hospital offers multiple outpatient services to meet community needs.
- **Home health services:** South Shore Visiting Nurse Association cares for patients with serious illness and complications and is ranked among the top 25% nationally. The hospital's Medicare-certified Hospice of the South Shore cares for terminally ill patients and their families.
- **Community services:** The hospital offers dozens of community education and health programs and screenings for people of all ages.

South Shore Hospital has been recognized for excellence in patient care and safety by receiving the Gold Seal of Approval from the Joint Commission. Additional accomplishments and awards are:

- Achieving Magnet Recognition<sup>®</sup> from the American Nurses Credentialing Center. South Shore Hospital is one of only seven acute care hospitals in Massachusetts to receive the award — and only the second organization in the state to achieve this with a home care division.
- Earning accreditation by the Association for the Accreditation of Human Research Protection Programs (AAHRPP) in recognition of their commitment to the highest standards in human research.

- Ranking in the nation's top 25 percent of home care agencies, according to HomeCare Elite, a compilation of the nation's most successful home care providers by Outcome Concept System (OCS).
- First hospital in Massachusetts to earn full, three-year Cycle II accreditation by the Society of Chest Pain Centers.
- Earning Quality Respiratory Care Recognition (QRCR) from the American Association for Respiratory Care.
- Earning certifications from the American Stroke Association, American Diabetes Association and American Association of Cardiovascular and Pulmonary Rehabilitation for the quality of care provided to patients with these conditions.
- Receiving maximum, two-year accreditation by the College of American Pathologists (CAP) for the hospital's respiratory care department and laboratory.
- Continuing their role as a Mentor Hospital by The Institute for Healthcare Improvement. South Shore Hospital is among a select group of hospitals that other health care institutions can turn to for advice and information about best practices. Specifically, the hospital's mentor designation covers three areas that have previously achieved accolades: prevention of surgical site infections; central line infections; and ventilator-associated pneumonias.
- South Shore Hospital has been named a "Top Places to Work" in Massachusetts in 2010.
- Information Week Innovation Award, Top 500 Companies in US.
- Evaluated for HIMSS Level 6 Certification achieved by less than 4% of all hospitals in country.

## **The Position**

The Chief of Hospitalist Medicine provides leadership for the Hospitalist Service at South Shore Hospital. He/she will establish a strategic vision and annual goals for the Hospitalist program in quality management and performance improvement. This role represents an important and critical clinical leadership position at South Shore Hospital.

The new Chief, reporting to the CMO and in conjunction with the Chief of Medicine will spend substantial effort ensuring the efficient, effective, high quality, and systematic delivery of inpatient care. To do this he/she will need to be involved in developing care policies and processes for the Hospitalist Service, which includes clinical practice guidelines and patient outcome plans. The Chief will develop and implement benchmarks on deliverables and set concrete targets and plans that are measurable. He/she will be up-to-date on electronic solutions and EHR's to improve to support the practice. The specialty of Hospitalist Medicine is still evolving. The Chief will focus on initiatives that will sustain qualified and capable physicians to select Hospitalist Medicine as a career. The 25 member group has a full time practice administrator as well as a secretary who works closely with hospital practice experts for coding and billing.

To maintain clinical credibility and remain fully informed about all aspects of the Hospitalist practice, the Chief will provide, on a limited basis, direct patient care. This will involve rounding on a regular basis in the ED and facilitating appropriate and timely discharge of patients. The Chief will be an important voice to improve utilization rates and reduce patient length of stay, consistent with appropriate standards of clinical care. He/she will work closely with the Chief of Emergency Medicine to ensure smooth handoffs and transitions between the Emergency Department and hospitalist physicians as well as the full range of hospital services. The role of Nurse Practitioners in the program is relatively new and the staff need to be fully integrated into the fabric of the Program to provide an effective and professionally

rewarding role. The Chief will lead the effort to address the best role for Nurse Practitioners in the Hospitalist service.

The Chief is responsible for the design and management of the compensation system for the Hospitalists as well as staffing and recruitment, evaluation, professional development and mentoring. He/she will play an active role in peer review, risk management, quality assurance and performance improvement activities.

The Chief will be current on all regulations and provide assistance to South Shore Hospital in meeting licensing and accreditation requirements relating to adult medical-surgical services. He/she will represent the interests of the South Shore community in regional and statewide initiatives concerned with Hospitalist Services and will also represent the Hospitalist Program on committees, task forces, and other groups in the Department of Medicine and South Shore Hospital.

## **The Candidate**

The ideal candidate will be an experienced and clinically credible Hospitalist who has held a leadership position in a successful hospital department. The candidate will be experienced in managing physicians and clinical staff. In addition, the new Chief will:

- Be experienced in a leadership position of a quality program;
- Have knowledge and experience in business and/or financial management;
- Will be a role model for the hospitalists in participating in the life of the Hospital, including serving on Hospital Committees and participating in hospital initiatives;
- Be a capable collaborator within the program and across all the clinical departments with whom they interact;
- Be mission and quality driven;
- Display the analytic, strategic, and personal leadership qualities required to translate that mission into sound operations;
- Be an inspirational and creative leader who is committed to excellence;
- Possesses strong verbal and written communication skills;
- Demonstrate the ability to work well in a team setting;
- Expect a high level of accountability among all the physicians and staff;
- Be fair-minded, value diversity of opinion, while being decisive when necessary.
- Possess excellent overall interpersonal skills;

## **The Community**

Weymouth, Massachusetts is a community of approximately 55,000 people, just minutes south of Boston. The town is part of a larger region known as the South Shore. Throughout the South Shore, historic sites abound, while miles of coastline offer natural beauty. Weymouth and its neighboring communities offer a variety of comfortable and pleasant neighborhoods and strong public and private schools. Rapid transit offers easy links to Boston and its cultural and educational institutions. For vacations or day trips, Cape Cod is less than one hour to the south, and the White Mountains are less than two hours north. More information on Weymouth and other South Shore communities may be found at [www.southshorechamber.org](http://www.southshorechamber.org).

## **For More Information**

We appreciate and value all referrals. Interested parties send resume and cover letter to [SSHChiefHospitalistMed1987@ZurickDavis.com](mailto:SSHChiefHospitalistMed1987@ZurickDavis.com). For additional questions please contact **Beth Ross** or **Myranne Janoff** at 781.938.1975. Contact with our office will remain confidential.