

# Advanced Practice Providers

(group formerly known as MLPs)

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## Henry Ford Health System

September 9, 2011

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Manager,  
Advanced Practice Providers.

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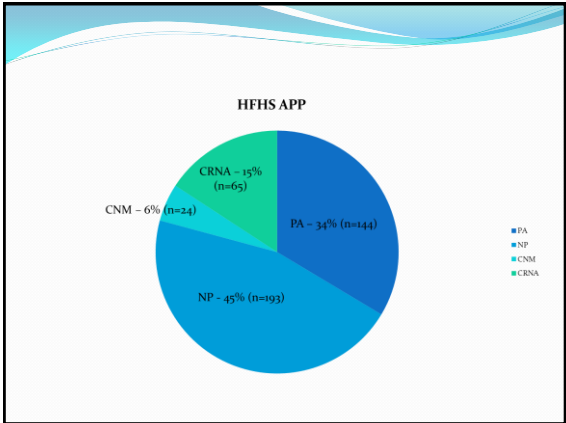
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### Who is the APP Council?

#### Humble Beginnings

- 1997: began as a working group following acquisition of MMG by HFHS
- Purpose: to establish the professional position of APN and PA as Health Care Providers within the system
- Over the next 7 years the Council continued on a simple mission of finding a professional voice and position

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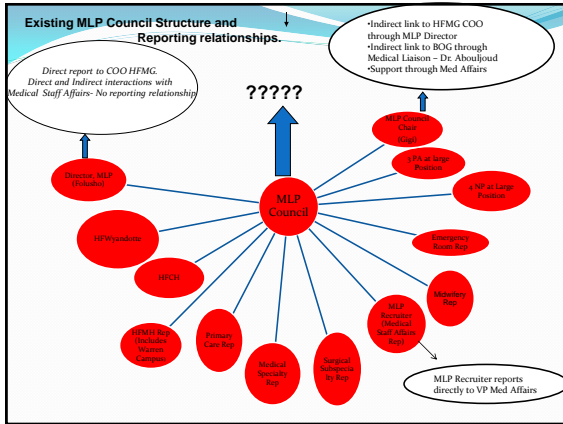
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## Evolution of the Council: Today

- 17 member council representing the APNs and PAs
- Elections are based on specialty area, practice setting, and location
- Address issues of education, professionalism, recruitment and retention, credentialing

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## Evolution of the Council: Vision

- To provide a platform for defining and enhancing the role of PA's and APN's through practice, research and education. Success will result from our ability to work together toward achieving system goals

*So...how did we go from a working group to the professionally focused resource that we are today?*

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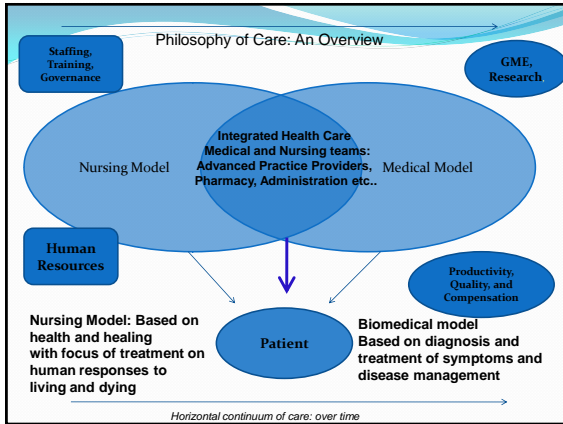
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## Council Purpose

- The APPC will strive to promote the education, utilization, advocacy and professional practice of APPs within the HFHS
- Represent APPs within HFHS, and Hospital Leadership as requested
- Communicate with all APPs on ongoing and related system wide issues and concerns

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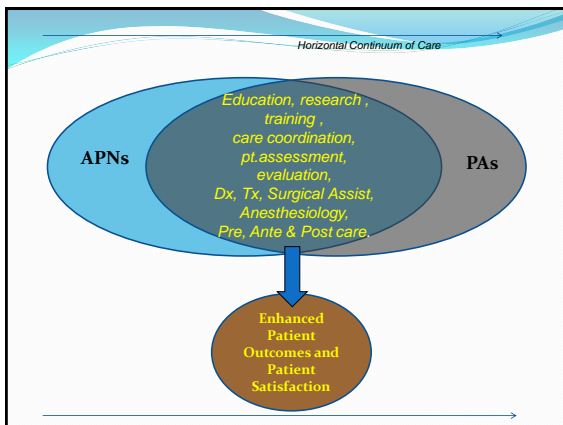
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**2011 Goal:****APP Professionalism**

- Complete and define APP scope of practice within specific specialties and departments
- Quality and Assurance: Identify 1-2 quality Projects for 2011
- Address MLP “re-naming” strategy
- APP Policy Review: Ongoing review and approval
- APP Organizational structure – Leadership Development/Self - Governance
- State and National Organizational membership and participation

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**2011 Goal:****APP Utilization**

- Define best practices of MLP utilization
  - Within the HFHS (e.g MLPs at WBH, CVICU, CTS)
  - Nationally as guided by Health Care Reform
- Describe effective practice models that maximizes professional capabilities of APPs
- Define and Describe Productivity measures and tools for APPs
- Complete SVU Project
- C+NG Orientation and Implementation

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**2011Goal:****APP Advocacy**

- Establish MLP Council Mandate
- Empower and create jurisdiction for the APP council
- Ongoing review and assessment of APP compensation and benefits
- APP collaboration and sharing of best practices
- Self Governance/Peer to peer reporting
- APP rewards and recognition

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## 2011Goal: APP Education

- Continue educational offerings
  - Retreat, fall general meeting, programs
- Research / publish / Monitor APP presentations and publications
  - Individual and group accomplishments
- University recognition for preceptors: Adjunct Faculty status
- APP HFHS Cultural Diversity Scholarship Program
- APP Training on C+NG

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## 2011 Goal: APP Representation

- Leadership Academy
- Shadow of a Leader
- Board appointments
- MD content course
- HFHS hospital committees
  - participation reports
  - Informatics representation

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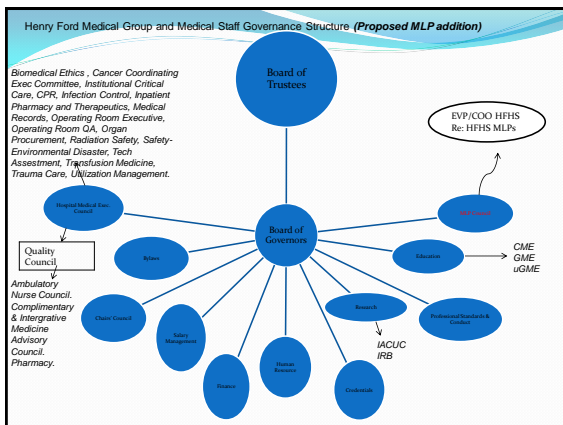
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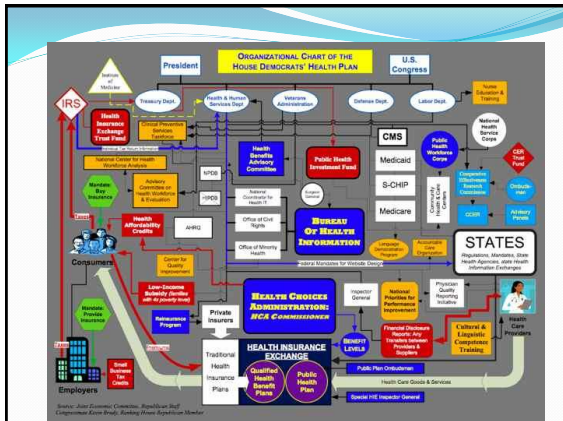
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## Timeline of Advances (2002-2008)

- MLP Council Development (2002)
- Onsite Parking- (2004)
- MLP's move to Medical Staff Affairs (2004)
- MLP Privileges- (2005)
- MLP Dedicated Recruiter (2007)
- MLP Director Position November-(2007)
- MLP Budget (2008)
- PDA - Debit Cards (\$1500.00) (2008)
- Blackberry Phones (2008)
- MLP Annual Recognition Award (2008)
- MLP Leadership forum (2008)
- MLP Retreats (1st conducted 2008)

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## Timeline of Advances (2009-2010)

- West Bloomfield MLP Model (2009)
- Leadership Benefits (2009)
- Equalize Pay Grades for NP/PA's- (2009)
- MLPs on Find a Doc (2009)
- MLP's on Various HFH Committee's (2009)
- MLP Permanent Seat on BOG 2009
- Leadership Academy/Develop, 2 seats (2009 - 2010)
- SVU Project (2009)
- Inclusion in third party payers (Medicare and BCBS 2010)
- Advanced Practice Coordinator (2010)
- Permanent Medical Liaison on MLPC (2009/10)

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## Recruitment and Retention

- 422 Hires 2000-2011
- 290 Terms 2000-2010
- 154 Hires 2008-2010
- 22-2008 (4.5% growth)
- 83-2009 (6.4% growth)
- 49-2010 (2.2% growth)
- 89 Terms 2008-2010
- 21-2008
- 30-2009
- 38-2010
- Time to Fill- 50 days
- 31% retention rates prior to 2008.
- 43% retention rate since 2008
- 15% average annual growth rate since 2008
- 8.2% turnover rate since 2008

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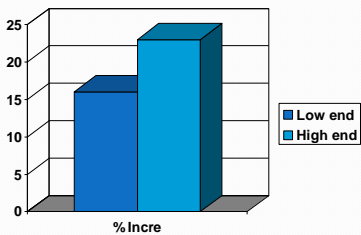
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## 4 year % Increase in Salary Minimums




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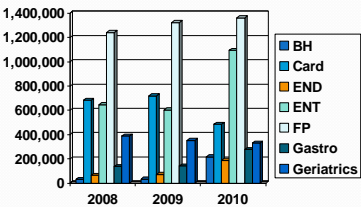
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### MLP - GPR (BH-Ger)



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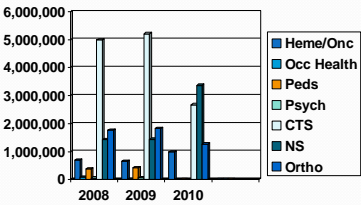
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### MLP GPR (HEM-Ortho)



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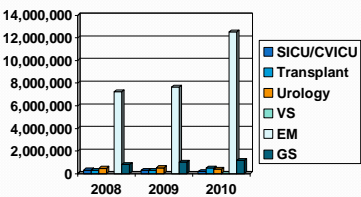
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### MLP GPR (SICU - GS)



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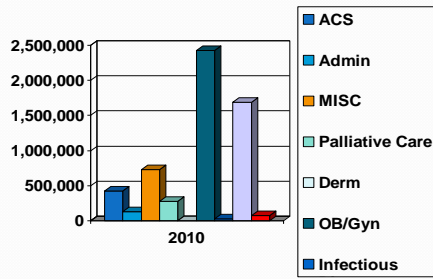
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# MLP GPR (MISC - 2010)



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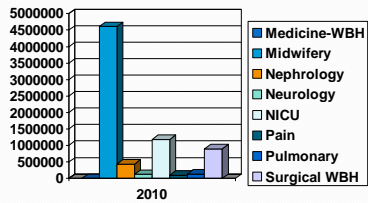
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# MLP GPR (Med – Surg)



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