

Hi Everyone

Money is not something that is supposed to be discussed in polite company or publicly. While it should not be the driver or modifier of what health professionals do, it is a reality that must be managed responsibly.

Within the Department of Pediatrics there are two physician managed practice plans that include members of the Department; the PMG and the MSSA. Not only do these plans provide the compensation base for physicians in the Department, they also provide substantial contributions to the academic activities that enable us to pursue a mission that goes beyond clinical care to embrace teaching, research and administrative activities. This week's Departmental Acknowledgement is to the physician managers of these plans; Mitch Shiller and George Mandich.

As Associate Chair of Finance and Informatics for the Department, Mitch is the CFO for the PMG. However this underestimates his role and involvement in this organization. Though officially "part-time" on staff, Mitch is "full-time" involved in the PMG. He has extensively reviewed existing policies and procedures, updated the website, vigorously pursued automation in billing, led the Compensation Task Force and steered the PMG Advisory Committee through some difficult decisions. He is driven by the mantra of increasing organizational transparency, fairness and objectivity while simultaneously seeking ways to enhance membership value. He is always willing to answer member questions and seeks to steer a fiscally responsible path that best captures the desires of the partnership. This is especially challenging given the diversity of partners and their perspectives. Consensus in such a setting can be elusive and unfortunately there is simply no way that all decisions taken will be satisfactory to all members. Mitch's skill set was clearly in evidence at the PMG Annual meeting this past week where he patiently responded to members' questions in a way that is a model for leadership.

I have already singled out George previously in a Departmental Acknowledgement for his tireless role in the transition to electronic charting. In that Acknowledgement I may have overlooked that he has also been a dedicated leader of the MSSA for many years. Despite a busy community practice and a myriad of other commitments, George has consistently brought his low key pragmatism and attention to detail to this effort providing leadership that reflects high standards of financial probity and clarity.

I think we are all fortunate to have financially astute individuals such as Mitch and George looking after that which we all seek to not address directly.

Have a great weekend.

Michael Shevell,