

## **Direct to Clinician Analytics:**

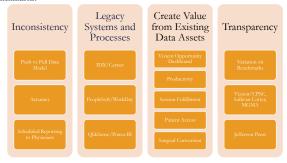
# Providing Transparency Through Performance Reporting

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# Jefferson Health Overview & Landscape 2022-26 700+ smoter 4 Magnet\* 4 Pathway to designated locations 13.600+ 8.8+ million

#### **Problem Statement**

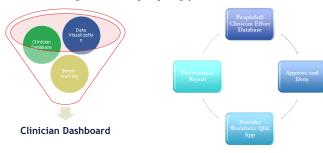
Following multiple mergers and acquisitions, Jefferson Health expanded significantly, incorporating diverse medical groups, operational models, and legacy data systems. However, this rapid growth introduced substantial challenges in maintaining a unified approach to clinician workforce analytics, performance measurement, and compensation standardization. The goal of this project was to deliver standard reports directly to clinicians seeking insight into their performance, compensation, and benchmarks.



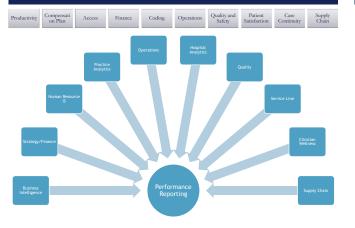
## New HCM Clinician Database Key to Integrated Data

JMG partnered with Jefferson's HRIS team to design a centralized, integrated, and user-friendly platform in Peoplesoft and then in Workday that enables:

- Custom fields designed for multiple uses
- Decentralized editing with centralized approval workflows to create a single source of truth for clinician effort, benchmarks, and other data points
- Seamless data integration into multiple reporting systems



## Partner Across Health System to Bring Cohesive Vision



#### **JMG Performance Reports**

"JMG Performance Reports" are emailed monthly to employed clinicians across the health system. Reports follow one of eight specialty-based templates for a customized view. Each includes a performance summary with key metrics, 10+ pages of detailed KPIs, direct BI Tool links, and an appendix for additional insights.

#### Performance Summary



#### Bringing Value to Ambulatory Practices and Hospital

Several operational initiatives achieved greater success through extensive data sharing. Notable examples include E&M Optimization, revenue budgeting, Procedural Supplier Compliance, Ambulatory Quality, and Inpatient Outcomes. The example below highlights opportunities for cost reduction and efficiency improvements for a Jefferson Spine surgeon.

#### **OR Opportunity Costs**

Direct Supplies, Efficiency & Scheduling



SBAR Approv ed		Clinicia n Databa se Build		System atize Comp Plan wRVUs		Session Fulfill ment App Built		Respond to Feedback		Surgica I Conver sion App		OR Direct Supplie s		Utilize Database for QI Reporting		Transit ion to Power BI		
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	Project Staffed Internally		Metrics Selecte d		Warehouse Benchmark s		E&M Optimi zation		Primar y Care Quality		JMG Dept Dashboards for Admins		EHR Proficiency Data		Transition to Workday		Integra te with LVHN	
	Project Planning		Development							Phase 1 Rollout				Pha	se 2 Rollout		Future	