

2005 Inventory of VHA Organizational Characteristics

Profile of Medical Centers in VISN 17 March 2006

Medical Center Profile:

The *Inventory of VHA Organizational Characteristics* was conducted in late summer and fall of 2005 by the *Center for Organization, Leadership & Management Research* and its *Collaborating Partners Council.* The *Inventory* was designed to collect data on a range of structural and process characteristics, both administrative and clinical, that are expected to affect clinical practice and care to veterans. Data were collected by means of a web-based survey sent to VISN and medical center directors. All VISNs and 136 medical centers completed the *Inventory.* One *Inventory* was submitted per organization.

This summary profile presents the *Inventory* results for the medical centers in your VISN. Most but not all information provided by medical centers is included in these reports; information such as organization charts is not easily presented in this format.

Results for each facility are presented by survey item or variable, and organized under four content categories. Frequency distributions are shown for the VISN and nationally. Distributions are based on the number of facilities who responded to that question, unless otherwise noted on the report.

Contents:

- I. Organizational Structures
- II. Organizational Structures: Integrated VA Health Care Systems Only
- III. Decision-Making and Leadership Activities
- IV. Performance and Quality

Additional Information:

A sample of the original web-based *Inventory* instrument is available on our website at http://www.colmr.research.med.va.gov/publications/reports/. Additional questions for COLMR regarding the 2005 *Inventory* may be directed to Zoë LeVan at zoe.levan@va.org.

Center for Organization, Leadership and Management Research (COLMR)
Health Services Research and Development Service

I. ORGANIZATIONAL STRUCTURES

1. List up to 6 clinical areas for which there are integrating structures or processes within the Medical Center.

Free-text response categories. Presented as received.

Facility	Clinical Areas	
549	Mental Health	
671	Primary Care Product Line Acute Care Product Line	Geriatrics/Long Term Care Product Line Prosthetics/Sensory Aids Product Line

Spinal Cord Injury Product Line Mental Health Product Line

674

1a. For each of the areas listed above, select the category that best describes its integrating/coordinating structure:

Shown as %	Shown as % of clinical areas listed for which each option was selected; each cell represents a distinct variable of 0-100%. Multiple responses could be selected per clinical area.										
Facility	n (# areas listed)	Multi-disciplinary committee to set & communicate policy, resolve problems	Multi-disciplinary team for quality improvement	Clinical SL with staff & budget authority, matrixed with dept/discipline leaders	Clinical SL with line authority for staff and budget						
549	1	0.0%	100.0%	0.0%	0.0%						
671	6	83.3%	16.7%	0.0%	0.0%						
674	0										
VISN 17 DIST	TRIBUTION	41.7%	58.3%	0.0%	0.0%						
NATIONAL D	DISTRIBUTION	40.3%	33.6%	31.9%	25.1%						

2. To which position level(s) in the Medical Center do CBOCs report?

Multiple responses could be selected.										
Facility	Med Center Director or Chief of Staff	Staff to MCD or COS	Primary or Ambulatory Care Line Lead	Medicine or Medical Care Line Lead	Second-level Care Line Manager	Other Quadrad Leader	Other Admin Lead	Other Care Line Lead		
549							✓			
671			✓							
674										
VISN 17 DISTRIBUTION	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%		
NATIONAL DISTRIBUTION	12.4%	4.1%	61.2%	14.9%	17.4%	16.5%	7.4%	4.1%		

3. Does the Medical Center have one or more primary medical school affiliates?

Facility	No affiliates	1 affiliate	2 affiliates	At least one affiliate within walking distance of VAMC: (n=facilities who indicated 1+ affiliates)
549			✓	
671		✓		✓
674				
VISN 17 DISTRIBUTION	0.0%	50.0%	50.0%	50.0%
NATIONAL DISTRIBUTION	9.7%	66.9%	23.4%	34.5%

ow many bargaining units	s are associat	ed with the Med	lical Center?		
Facility	1 union	2 unions	3+ unions		
-	i union	∠ unions	3+ unions		
549 671		▼	√		
-			v		
674 VISN 17 DISTRIBUTION	0.0%	50.0%	50.0%		
NATIONAL DISTRIBUTION	0.0% 47.6%	33.1%	50.0% 19.4%		
NATIONAL DISTRIBUTION	47.0%	33.1%	19.476		
Does the Medical Center ha	ave a regular,	recurring proce	ess for labor-ma	anagement cor	nmunication?
Facility	Yes	No			
549	✓				
671	✓				
674					
VISN 17 DISTRIBUTION	100.0%	0.0%			
NATIONAL DISTRIBUTION	96.0%	4.0%			
Is a union representative a	ppointed to th	ne Medical Cent	er Executive Co	ouncil?	
Facility	Yes	No			
549	✓				
671		✓			
674					
VISN 17 DISTRIBUTION	50.0%	50.0%			
NATIONAL DISTRIBUTION	54.8%	45.2%			
6a. <u>If appointed,</u> how frequ	uently does_th	e union represe	entative attend t	the Executive (Council?
n = only facilities who answ	vered <u>yes</u> to que	stion 6 above.			
Facility.	Marron	000001	Half the Corr	Most of the	All the Core
Facility	Never	Occasionally	Half the time	time	All the time
549		✓			
671					
674		100			
VISN 17 DISTRIBUTION	0.0%	100.0%	0.0%	0.0%	0.0%
NATIONAL DISTRIBUTION	8.7%	26.1%	15.9%	34.8%	14.5%
Are union representatives	appointed to	other committee	es?		
Facility	Yes, to all	Yes, to many	Yes, to a few	No	
549		√			
671		→			
674		•			
VISN 17 DISTRIBUTION	0.0%	100.0%	0.0%	0.0%	
NATIONAL DISTRIBUTION	14.4%	64.0%	20.0%	1.6%	
	17.7/0	U-1.U /0	20.070	1.0 /0	

II. ORGANIZATIONAL STRUCTURES: INTEGRATED VA HEALTH CARE SYSTEMS ONLY (National n = 27)

Items in this section (questions 8 & 9) pertain only to integrated facilities. Here, as in other sections, denominators include only facilities who answered the question.

8. For the following services, select the structure which best describes the organization of those services within the integrated medical center:

Percentages are based on # of integrated facilities that selected a given structure, by service. Services at multiple Services at campuses, but multiple campuses combined under Services and under consolidated to single system separate campus Other integrating Facility Service one campus chief chiefs structure 549 Inpatient acute care Inpatient psychiatry Inpatient long-term care Outpatient primary care Outpatient mental health Outpatient specialty care Outpatient surgery 671 Inpatient acute care ✓ Inpatient psychiatry Inpatient long-term care Outpatient primary care Outpatient mental health Outpatient specialty care Outpatient surgery 674 Inpatient acute care Inpatient psychiatry Inpatient long-term care Outpatient primary care Outpatient mental health Outpatient specialty care Outpatient surgery 50.0% 0.0% 50.0% 0.0% **VISN 17 DISTRIBUTION** Inpatient acute care 0.0% 0.0% Inpatient psychiatry 100.0% 0.0% Inpatient long-term care 0.0% 100.0% 0.0% 0.0% **Outpatient primary care** 0.0% 50.0% 50.0% 0.0% 50.0% 0.0% **Outpatient mental health** 0.0% 50.0% 0.0% 50.0% 50.0% 0.0% Outpatient specialty care 0.0% **Outpatient surgery** 50.0% 50.0% 0.0% NATIONAL DISTRIBUTION Inpatient acute care 40.9% 50.0% 9.1% 0.0% Inpatient psychiatry 54.5% 40.9% 0.0% 4.5% Inpatient long-term care 36.4% 63.6% 0.0% 0.0% 0.0% 9.1% 9.1% **Outpatient primary care** 81.8% 4.5% 4.5% **Outpatient mental health** 0.0% 90.9% **Outpatient specialty care** 0.0% 81.8% 9.1% 9.1%

50.0%

45.5%

4.5%

0.0%

Outpatient surgery

9. Is the	re a single set of med	lical bylaws for	r the integrated medical center, or does each campus have its own?
		Single set for	Each campus
Facilit	у	the system	has own set
549		✓	
671		✓	
674			
VISN 1	17 DISTRIBUTION	100.0%	0.0%
NATIO	NAL DISTRIBUTION	91.3%	8.7%

III. DECISION-MAKING & LEADERSHIP ACTIVITIES

10. Decisions are made at various levels within an organization. Indicate the level at which ultimate approval is made for the following decisions:

Percentages based on # of facilities that selected a decision-making level for the given decision. Network Director Director Service on Unit or Other Other Director Service Line Workgroup (Unspecified) 1) Purchase of expensive medical equipment (\$\$1\time)		nious ieveis within an organization. Indicate		non animiate ap	provario maac		ng addictions.
Facility Decision Director Director Service Line Workgroup (Unspecified) 1) Purchase of expensive medical equipment (>\$1mil) 2) Allocation of resources among clinical services 3) How new clinical practice guidelines will be implemented 4) What categories of patients will receive hearing aids 5) Where patients will receive open heart surgery 6) What services a campus will provide 7) Development of a strategic plan for clinical services 8) Other (unspecified) 671 1) Purchase of expensive medical equipment (>\$1mil) 2) Allocation of resources among clinical services 3) How new clinical practice guidelines will be implemented 4) What categories of patients will receive hearing aids 5) Where patients will receive peen heart surgery 6) What services a campus will provide 7) Development of a strategic plan for clinical services 8) Other (unspecified) 674 1) Purchase of expensive medical equipment (>\$1mil) 2) Allocation of resources among clinical services 3) How new clinical practice guidelines will be implemented 4) What categories of patients will receive hearing aids 5) Where patients will receive open heart surgery 6) What services a campus will provide 7) Development of a strategic plan for clinical services 3) How new clinical practice guidelines will be implemented 4) What categories of patients will receive hearing aids 5) Where patients will receive open heart surgery 6) What services a campus will provide 7) Development of a strategic plan for clinical services 8) Other (unspecified)	Percentages based on # of fac	cilities that selected a decision-making level for the gi		W 10 1		11. 2	011
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7) Development of a strategic plan for clinical services 8) Other (unspecified)							
8) Other (unspecified)		· · · · · · · · · · · · · · · · · · ·					
	VISN 17 DISTRIBUTION	, , , ,	0.0%	100.0%	0.0%	0.0%	0.0%
2) Allocation of resources among clinical services 0.0% 100.0% 0.0% 0.0% 0.0%				100.0%		0.0%	0.0%
3) How new clinical practice guidelines will be implemented 0.0% 100.0% 0.0% 0.0% 0.0%		3) How new clinical practice guidelines will be implemented	0.0%	100.0%	0.0%	0.0%	0.0%
4) What categories of patients will receive hearing aids 0.0% 100.0% 0.0% 0.0% 0.0%			0.0%	100.0%	0.0%	0.0%	0.0%
5) Where patients will receive open heart surgery 0.0% 100.0% 0.0% 0.0% 0.0%		5) Where patients will receive open heart surgery	0.0%	100.0%	0.0%	0.0%	0.0%
6) What services a campus will provide 0.0% 100.0% 0.0% 0.0% 0.0%		6) What services a campus will provide	0.0%	100.0%	0.0%	0.0%	0.0%
7) Development of a strategic plan for clinical services 0.0% 100.0% 0.0% 0.0% 0.0%		7) Development of a strategic plan for clinical services	0.0%	100.0%	0.0%	0.0%	0.0%
8) Other (unspecified)		8) Other (unspecified)	0.0%	0.0%	0.0%	0.0%	0.0%
NATIONAL DISTRIBUTION 1) Purchase of expensive medical equipment (>\$1 mil) 83.9% 15.3% 0.0% 0.0% 0.8%	NATIONAL DISTRIBUTION	1) Purchase of expensive medical equipment (>\$1mil)	83.9%	15.3%		0.0%	0.8%
2) Allocation of resources among clinical services 3.2% 92.8% 4.0% 0.0% 0.0%		2) Allocation of resources among clinical services	3.2%	92.8%	4.0%	0.0%	0.0%
3) How new clinical practice guidelines will be implemented 10.4% 24.0% 55.2% 2.4% 8.0%		3) How new clinical practice guidelines will be implemented	10.4%	24.0%			8.0%
4) What categories of patients will receive hearing aids 31.1% 14.8% 32.8% 7.4% 13.9%		4) What categories of patients will receive hearing aids		14.8%			
5) Where patients will receive open heart surgery 27.4% 23.4% 32.3% 8.1% 8.9%		5) Where patients will receive open heart surgery					
6) What services a campus will provide 44.7% 52.8% 0.0% 0.8% 1.6%		· · · · · · · · · · · · · · · · · · ·					
7) Development of a strategic plan for clinical services 13.8% 57.7% 24.4% 1.6% 2.4%							
8) Other (unspecified) 7.1% 50.0% 7.1% 0.0% 35.7%		8) Other (unspecified)	7.1%	50.0%	7.1%	0.0%	35.7%

. For each staff position lis	ted, indicate regular atten	dance for up to 6 M	edical Center o	ommittees that deal with quality or patien	t safety:
Percentages based on all fac	ilities surveyed; responses left l	blank could not necess	arily be assumed	'0'.	
Facility	Position	Attends 1 committee	Attends 2-3 committees	Attends 4-6 committees	
549	Medical Center Director Chief of Staff Associate Director Nurse Executive		√ √	✓	
671	Medical Center Director Chief of Staff Associate Director Nurse Executive		✓ ✓ ✓	√	
674	Medical Center Director Chief of Staff Associate Director Nurse Executive				
VISN 17 DISTRIBUTION	Medical Center Director Chief of Staff Associate Director Nurse Executive	0.0% 0.0% 0.0% 0.0%	66.7% 66.7% 33.3% 33.3%	0.0% 0.0% 33.3% 33.3%	
NATIONAL DISTRIBUTION	Medical Center Director Chief of Staff Associate Director Nurse Executive	39.3% 11.1% 14.8% 9.6%	32.6% 56.3% 52.6% 44.4%	2.2% 24.4% 15.6% 37.8%	

12. For each staff position listed, indicate the number of committees (external to the Medical Center) of which that person is a formal member:

Responses left blank were as	sumed '0' here, as specified in the	. Inventory instrume	nt.				
		VISN Commit	tees, Task-forces,	Workgroups	National Committees, Task-forces, Workgroups		
Facility	Position	0-2 groups	3-4 groups	5+ groups	0-2 groups	3-4 groups	5+ groups
549	Medical Center Director	✓			✓		
	Chief of Staff	✓			✓		
	Associate Director	✓			✓		
	Nurse Executive	✓			✓		
671	Medical Center Director	✓			✓		
	Chief of Staff		✓		✓		
	Associate Director	✓			✓		
	Nurse Executive		✓			✓	
674	Medical Center Director	✓			✓		
	Chief of Staff	✓			✓		
	Associate Director	✓			✓		
	Nurse Executive	✓			✓		
VISN 17 DISTRIBUTION	Medical Center Director	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
	Chief of Staff	66.7%	33.3%	0.0%	100.0%	0.0%	0.0%
	Associate Director	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
	Nurse Executive	66.7%	33.3%	0.0%	66.7%	33.3%	0.0%
NATIONAL DISTRIBUTION	Medical Center Director	29.6%	43.0%	27.4%	78.5%	17.8%	3.7%
	Chief of Staff	39.3%	34.1%	26.7%	90.4%	5.2%	4.4%
	Associate Director	45.9%	33.3%	20.7%	95.6%	3.0%	1.5%
	Nurse Executive	37.8%	37.0%	25.2%	77.8%	17.0%	5.2%

IV. PERFORMANCE & QUALITY

13. At what level(s) of aggregation is performance data available in the Medical Center?

Multiple respon	ses could	be se	lected.
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		By Service,		
		Service-Line or		By Individual
Facility	By Facility	Dept	By Work-Unit	Clinician
549	✓			
671	✓	✓	✓	✓
674				
VISN 17 DISTRIBUTION	100.0%	50.0%	50.0%	50.0%
NATIONAL DISTRIBUTION	95.2%	91.9%	81.5%	81.5%

14. Approximately what proportion of clinical service chiefs share performance data with their staff?

Facility	AII	Most	About half	A few	None	
549	✓					
671		✓				
674						
VISN 17 DISTRIBUTION	50.0%	50.0%	0.0%	0.0%	0.0%	
NATIONAL DISTRIBUTION	52.8%	43.9%	3.3%	0.0%	0.0%	

15. Approximately what proportion of nurse managers share performance data with their staff?

Facility	I Most	About half	A few	None	
549	✓				
671	✓				
674					
VISN 17 DISTRIBUTION 0.0	% 100.0%	0.0%	0.0%	0.0%	
NATIONAL DISTRIBUTION 53.7	7% 39.8%	4.9%	1.6%	0.0%	

16. Approximately what proportion of administrative unit heads share performance data with their staff?

Facility	All	Most	About half	A few	None	
549		✓				
671		✓				
674						
VISN 17 DISTRIBUTION	0.0%	100.0%	0.0%	0.0%	0.0%	
NATIONAL DISTRIBUTION	42.7%	48.4%	4.0%	4.8%	0.0%	

17. Approximately what propo	rtion of individ	ual clinical un	its are held acco	untable for pe	erformance goals?	
Facility	All	Most	About half	A few	None	
549	✓					
671	✓					
674						
VISN 17 DISTRIBUTION	100.0%	0.0%	0.0%	0.0%	0.0%	
NATIONAL DISTRIBUTION	65.9%	26.2%	2.4%	2.4%	3.2%	

18. Does the facility have designated physician champions for performance goals?

Facility	Single champ for all measures	Multiple champs for different areas	No formally designated champs	
549			✓	
671		✓		
674				
VISN 17 DISTRIBUTION	0.0%	50.0%	50.0%	
NATIONAL DISTRIBUTION	9.4%	79.7%	10.9%	

19. Are funds set aside for employee recognition programs (other than national/ECF)?

-			· ·
Facility	Yes	No	Avg proportion of budget set aside for employee recognition programs:
549		✓	1.00%
671	✓		0.16%
674			
VISN 17 DISTRIBUTION	50.0%	50.0%	0.58%
NATIONAL DISTRIBUTION	96.1%	3.9%	0.90%

20. When was the Medical Center's most recent JCAHO review conducted?

Facility	2002	2003	2004	2005	
549			✓		
671	✓				
674					
VISN 17 DISTRIBUTION	50.0%	0.0%	50.0%	0.0%	
NATIONAL DISTRIBUTION	11.6%	24.8%	42.6%	20.9%	

Approximate number of rec	quirements for	· improvement	from last JCAHO review:
Facility	0-3	4-7	8-25
549		4-7	0-23
949 971	v	✓	
674		•	
/ISN 17 DISTRIBUTION	50.0%	50.0%	0.0%
NATIONAL DISTRIBUTION	38.9%	27.0%	34.1%
las the Medical Center for	mally adopted	the seven cate	egories of the <i>Malcom Baldrige National Quality Award</i> as an organizing fram
acility	Yes	No	
549		✓	
571		✓	
674			
ISN 17 DISTRIBUTION	0.0%	100.0%	
NATIONAL DISTRIBUTION	38.0%	62.0%	
22a. <u>If yes</u> : Does the Medic	cal Center cur	rently use <i>Bal</i> o	drige principles to inform internal improvement efforts?
n = only facilities who ans	swered <u>yes</u> to qu	estion 22 above.	
acility	Yes	No	
549			
371			
574			
ISN 17 DISTRIBUTION	0.0%	0.0%	
NATIONAL DISTRIBUTION	85.7%	14.3%	
22b. <u>If yes</u> : Has the Medica	al Center subr	nitted a <i>Baldri</i> g	ge quality application?
22b. If yes: Has the Medican $n = \text{only facilities who ans}$			ge quality application?
			ge quality application?
n = only facilities who ans	swered <u>yes</u> to qu	estion 22 above.	ge quality application?
n = only facilities who ans	swered <u>yes</u> to qu	estion 22 above.	ge quality application?
n = only facilities who ans Facility 649	swered <u>yes</u> to qu	estion 22 above.	ge quality application?

57.2%

42.9%

NATIONAL DISTRIBUTION

671

674

VISN 17 DISTRIBUTION

NATIONAL DISTRIBUTION

Has the Medical Center ap	plied for or rec	eived any qual	ity award(s) <u>ot</u> ł	ner than <i>Baldr</i>	ige?			
Facility	Yes	No						
549	✓							
671	✓							
674								
VISN 17 DISTRIBUTION	100.0%	0.0%						
NATIONAL DISTRIBUTION	39.7%	60.3%						
23a. <u>If yes</u> : Which award(some support of the supp		• • • • • • • • • • • • • • • • • • • •			ed.	_	_	
						VA Quality		
	Robert Carey	Local city or	Presidential	Ken Kizer	JCAHO Codman	Achievement		Other nation
Facility	Award	state award	Quality Award	Quality Award	Award	Grant	Other VA award	award
549	✓						✓	

0.0%

13.5%

0.0%

3.8%

0.0%

1.9%

50.0%

17.3%

0.0%

11.5%

0.0%

9.6%

✓

50.0%

25.0%

100.0%

69.2%