

## **Practice Management**

Medical practice occurs in a context that includes payment for medical services and office, staff and systems to ensure that the medical service rendered never wavers from a high standard.

### **Goal**

The resident will understand this practice context, including the economic portion. Broad principles of business practice as well as the unique application of these to the medical profession are learned.

### **Content**

- How to interview for a position
- Application for medical staff privileges
- Credentialing for licensure and for third party payers
- Different payment mechanisms for medical services
- Running a private office

### **Teaching Method**

- Interviewing candidates for residency in this program
- Conferences:
  - How to interview
  - Medical staff application process
  - Credentialing
- Certain private office rotations

## Competencies for the Management of Medical Practice

Competency	Learn in a seminar of conference (specify)	Learn as part of a clinical rotation (specify)
Know the basic systems of payment for health care (indemnity plans, managed indemnity plans, capitation)	X	Certain practices
Know how the forms of medical practice differ from one another (solo practice, group practice, preferred provider organizations, independent practice associations, vertical integration, networks, staff or group HMO)	X	
Know the principal types of payers for health care (Medicare; Medicaid: Blue Cross-Blue Shield; insurance companies, both for-profit and nonprofit; and the Department of Veterans Affairs)	X	
Understand the basic concepts of managing health care systems (utilization management, practice profiling, risk management, continuous quality improvement, managed care, measurement of outcomes, meeting national standards, federal laws affecting the organization of medical practice)	X	
Be prepared to negotiate effectively when deciding to take a job opportunity (salary and benefits, practice, style, job descriptions)	X	
Have a basic knowledge of basic business skills (accounting, personnel management, insurance billing, accounts receivable, collections, writing a job description, procedure and service coding, evaluating health plans, evaluating contracts)*	X	

**Illustrative Clinical Settings:** Continuity practice sites, particularly if they expose resident to community practices and inpatient rotations.

\* Elective