



RhAPP

RHEUMATOLOGY ADVANCED
PRACTICE PROVIDERS

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VIRTUAL CONFERENCE



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The Business of a Rheumatology APP

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Disclosure

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Faculty Disclosures

Heather Finlayson, MS, PA-C:

- No relevant conflicts of interest to disclose.

Christopher Title, RRT, BSN, FNP-BC

- No relevant conflict of interest to disclose.

Session Objectives

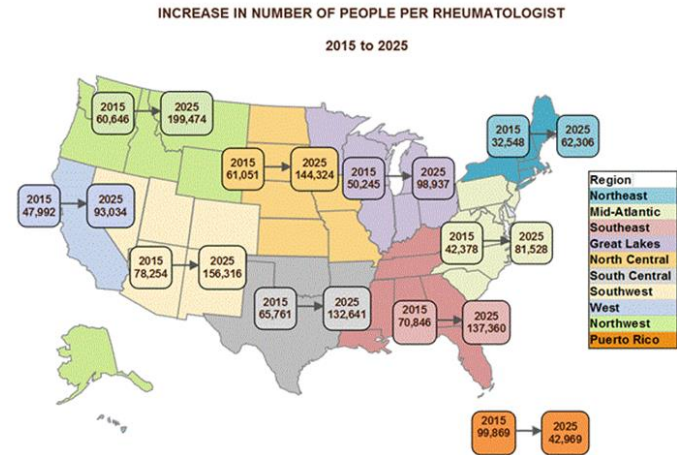
- Understand the 2015 Rheumatology Workforce Study and how NP/PAs can play a part in the solution
- Explore resources for on-boarding a new Rheumatology APP
- Touch on the role of a Rheumatology Pharmacist
- Discuss daily operations of a Rheumatology NP/PA
- Importance of involvement in Rheumatology organizations

2015 Rheumatology Workforce Study

Table 1. 2015-2025 Projected Regional Distribution of Rheumatologists with Population Growth

Region	Absolute number of Rheum 2015		Reported Active Rheum 2015*		Survey Respondents Response Rate**		Adult per Rheum Ratio 2015	% Projected Retired 0-10 Years#	Projected Rheum in 2025*	Projected Adult per Rheum Ratio 2025
	N	%	N	%	N	%				
	Northeast	1261	21.1	1,036	21	219				
Mid-Atlantic	1028	17.2	839	17.1	251	0.25	42,378	0.44	628	81,528
Puerto Rico	64	1.1	64	1.1	---	---	42,969	0.38	38	99,869
West	742	12.4	641	12.4	292	0.39	47,992	0.5	496	93,034
Great Lakes	957	16	789	16	187	0.2	50,245	0.45	581	98,937
Northwest	262	4.4	197	4.4	126	0.48	60,646	0.47	147	119,474
North Central	255	4.3	197	4.3	48	0.19	61,051	0.26	105	144,324
South Central	493	8.2	395	8.2	264	0.54	65,761	0.44	282	132,641
Southeast	698	11.9	592	11.6	133	0.19	70,846	0.5	458	137,360
Southwest	233	3.9	197	3.9	125	0.54	78,254	0.45	143	156,316
Total	5993		4,997		1,184		50,626		3645	99,469

Figure 1. Adult Rheumatologists per Population, 2015 compared to 2025



Sources: AMA, ABIM, ABP; RNS, AAPA, & ACR Workforce Study Survey Results. ABIM most current members of active rheumatologists (February 2016) minus Puerto Rico. Numbers were pulled from mid-level provider associations' information and other published literature. *Numbers reflect Clinical FTE. **Numbers represent those who reported zip codes. Only US zip codes were included. #Percentages based on survey response data.

2015 Rheumatology Workforce Study cont.

- Conclusions:
 - NP/PAs have been identified as a potential means of increasing the rheumatology workforce.
 - While NP/PAs have different formal educational training, they function similarly within a rheumatology office and are able to accomplish unique needs of the practice, within the scope of state legal requirements.
 - NPs and PAs offer one potential solution to meet rheumatology workforce needs particularly if use of this valuable resource is expanded and optimized. As the majority of NP/PA clinical encounters are follow-up visits accomplished “independently”, an opportunity to maximize the rheumatology workforce occurs when physicians, NPs and PAs function to the highest level of their licensure.
 - Our data is limited only to NP/PA ARHP members and does not fully reflect NP/PAs in the rheumatology workforce.
 - Recruitment and training strategies to increase the number of rheumatology NP/PAs to augment the workforce and improve access-to-care should be explored.

On-Boarding a New Rheumatology APP

- NP and PA Rheumatology Curriculum Outline
 - <https://www.rheumatology.org/Portals/0/Files/Nurse-Practitioner-Physician-Assistant-Curriculum-Outline.pdf>
- Advanced Rheumatology Course
 - Includes both Adult and Pediatric Rheumatology Modules
- APP Rheumatology Fellowship
 - Duke University
- AAPA/Center for Healthcare Leadership and Management
 - <https://www.aapa.org/cme-central/cme-on-demand/leadership-on-demand/>

On-Boarding a New Rheumatology APP cont.

- Pharmacists in Rheumatology Practice
 - Pediatric
 - Adult

A Day in the Life...

- New Patients vs Follow-up visits
 - Time allotted
 - Physician oversight
- Patient load
 - Number of patients seen
 - Acuity
- Administrative tasks
- Other roles

Rheumatology Organizations

- Rheumatology Advanced Practice Providers (RhAPP)
- Association of Rheumatology Professionals (ARP)
- Association of Women in Rheumatology (AWIR)
- Society of Physician Assistant in Rheumatology (SPAR)
- Rheumatology Nurses Society (RNS)



References

- <https://acrabstracts.org/abstract/2015-acrarhp-workforce-study-in-the-united-states-a-maldistribution-of-adult-rheumatologists/>
- <https://acrabstracts.org/abstract/minding-the-gap-the-use-of-nurse-practitioners-and-physician-assistants-in-u-s-rheumatology-practice-to-affect-rheumatology-workforce-shortages/>



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Salary Negotiation Skills 101

Christopher Title, RRT, BSN, FNP-BC

Session Objectives

- The audience will differentiate between two types of negotiations.
- The audience will perform a self assessment using the “*Three Pillars of Excellence Model.*”
- The audience will understand their worth as it relates to their current and proposed salary.
- The audience will be able to identify four distinct personality profiles/types in the general population for the purpose of improving communication during the negotiation process.

Two Types of Negotiations

Distributive Negotiations



Integrative Negotiations



Preparing for Negotiation

1. Be **Confident**
2. Do Your Homework
3. Do a **Self Assessment**
4. Understand differing **Communication Styles**
5. Close the Deal



Do Your Homework

How Much Money Do You Generate?

Blue Cross	Medicaid	Medicare	Blue Care Network	Physicians Health Plan	
					99213
					99214
					99215

Calculate Your Value

- Average amount per visit \times Number of visit per day = Daily Income to the Practice
 $\$82.40 \times 15 = \1236.00 per day
- Daily Income \times Number of days worked per year = Yearly Income to the Practice
 $\$1239.00 \times 240$ days (48 work weeks \times 5 day per week) = $\$296,640.00$
- $\$296,640.00 \times 48\% - 55\% = \$142,387 - \$163,152$
- YOUR Salary for 48 work weeks, 5 days per week, 15 patients per day:
 $\$142,387 - \$163,152$

Self Assessment

Three Pillars of Excellence Model

- Affability
- Availability
- Ability

Affability



www.shutterstock.com/pic-186932501/stock-photo-affability-icon.html

Availability



Ability



Competing Values Framework



Competing Values – Process People

RED

- Organized
- Methodical
- Technical
- Practical
- Objective
- Persistent

PROCESS PEOPLE – Concerned with how we get to the goal

Competing Values Framework – Bottom Line

BLUE

- Goal Oriented
- Assertive
- Driven
- Accountable
- Decisive
- Competitive

BOTTOM LINE PEOPLE – Concerned Primarily with the Bottom Line

Competing Values Framework – Community

YELLOW

- Builds Trust
- Helpful
- Good Listener
- Encourages Participation
- Resolves Conflict
- Empowering

COMMUNITY PEOPLE – Concerned with Everybody getting along

Competing Values Framework – Idea People

GREEN

- Visionary
- Optimistic
- Generalist
- Enthusiastic
- Quick Thinkers
- Expressive

IDEA PEOPLE – They think out of the box

Thank You!



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- Negotiation Skills. (2015, March 1). Retrieved March 3, 2016, from https://www.google.com/url?url=https://corporatetrainingmaterials.com/downloads/Negotiation_Skills_Sample.pdf&rct=j&frm=1&q=&esrc=s&sa=U&ved=0ahUKEwjp1dGYj5fOAhXE1IMKHdw1CwoQFghHMAE

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