

Michigan Dental Association

**Minutes of the Committee on Peer Review/Health and Well-Being
Held MDA Board Room & Via Zoom**

June 2, 2022

Present-

Dr. Joan Lewis, chair
Dr. David Jacobs, vice chair
Dr. Samuel Daniels, member
Dr. Scott Stinnet, member-via Zoom

Absent-

Dr. Lisa Knowles, member
Dr. Robert Payne, member
Lee Young, RN, consultant
Dr. Lawrence Walker, consultant
Dr. Pamela Harnick, consultant
Ms. Claudia Laroche, UDM student consultant
Ms. Emily Peterson, UM student consultant

Guests Present

none

Staff Present

Ginger Fernandez, RDH, manager, professional review & practice management manager
Christine Wilson, RDA, professional review & practice management specialist

Call to Order and Welcome

Dr. Lewis called the meeting to order at 9:14 a.m. A quorum was present.

Open Session

Discussion Regarding Education Video

The committee viewed an educational video recommended by Dr. Knowles called “Why Perfectionists Become Depressed”. The committee had a short discussion on this subject. The committee will have educational videos at all of its meetings. Dr. Knowles is the chair of the education subcommittee and researches videos for the committee to view at each meeting.

Update Regarding the Booth at Annual Session

The committee discussed the booth at Annual Session. Drs. Jacobs, Daniels, Knowles, and Walker worked at the booth on Thursday and Friday. They spoke with attendees informing them about the committee and how they help dentists, their staff, and families with substance abuse disorder, depression, and anxiety. Attendees signed up for a gift basket and wrote down the things that they are most stressed about and what they do to relieve their stress.

Discussion Regarding Annual Session 2023

The committee discussed having a booth or a speaker at the 2023 Annual Session. Dr. Lewis will reach out to Dr. Clayton to check if he would be available to speak on managing burnout and perfectionism in dentistry. If Dr. Clayton is unavailable to speak, they will check with Dr. Kessler to see if he is available. Dr. Lewis will let the committee know at its September meeting about her conversation with Dr. Clayton.

Discussion Regarding Indiana Dental Association Health and Well-Being Articles

The committee discussed the articles and Dr. Lewis will reach out to the authors regarding speaking at next year’s annual session. The articles may be republished in the MDA Journal in the future.

50 Approval of HWB 2023 Dates
 51 The committee approved the 2023 HWB meeting dates.

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 53 Member Assistance Program Quarterly Report-Jan.-March
 54 The committee discussed the program and felt that it hasn't been utilized much but was pleased to see a trend
 55 in increased usage for the first quarter of 2022. Staff informed the committee they discussed several options
 56 with Encompass when deciding on a new contract. The current contract ends June, 30th.

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 58 Discussion Regarding Member Assistance Program Contract Options & Year-end Report
 59 The current contract with Encompass, the company that administers the Member Assistance Program, will end
 60 on June 30. The MDA Foundation has graciously funded the program for the last two years at \$28,000 per
 61 contract year. Due to a change in direction, the Foundation has decided to no longer fund MAP. The
 62 committee is going to present a recommendation to the MDA Board of Trustees to continue funding the
 63 program at their June 2022 meeting. The committee reviewed the six contract options presented by Encompass
 64 and voted unanimously to recommend option 6 to the MDA Board of Trustees. The committee believes this
 65 option continues to offer the best resources at \$14,850 vs. the current contract price of \$28,000. The
 66 committee also liked option 5 but was concerned it could cost more in the end than option 6. They did feel that
 67 if the Board did not accept option 6 the committee would support option 5 because they do not want the
 68 program to end. If the Board does not approve funding for MAP the committee requested that staff contact
 69 Michelle from Encompass to ask if there are different ala-cart options available and report back at its
 70 September meeting. They also asked if Karen Burgess, the MDA Executive Director, could meet with them at
 71 their September meeting to discuss further options if needed.

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 73 **Option 5- Case Fee for Service – Counseling and Web Tools with options for Life Coaching and Work**
 74 **life Services**

- 75 • **Fee:** \$500. per counseling case. Case = 4 sessions
- 76 o \$500 per Life Coaching Case
- 77 o \$250 Work-life Case
- 78 o Plus an annual service fee of \$2,000
- 79 • **Work/Life** \$250 per case
- 80 • **Website tools**
- 81 • **No 24/7 support**
- 82 • **Billing:** Monthly

Member Assistance Services	
*4 Counseling Sessions	Case Fee = 4 sessions/\$500
Life Coaching 30 minutes virtually	Case Fee = \$250
Medical Advocacy	Not Included
Financial/Legal Services	Not Included
Personal Assistant	Not Included
Web Tools. Member Portal & Mobile App: Soft Skills Courses • Assessments • Tip Sheets • Articles • Monthly Employee Based Webinars	Included
Work-life Resource and Referral	Case Fee = \$250
Conference/Convention Presence 4 hours	Not Included
Utilization reports	Not Included

Critical Incident Support	Not Included
Training 4 hours	Not Included

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- 84 • **Advantages:** MDA only pays for the actual counseling, life coaching or work-life services provided
- 85 plus the web tools are included.
- 86 • **Disadvantages:** Lacks 24/7 support, requires monthly payments and the “something for everyone”
- 87 flexibility is lost without the Medical Advocacy, Financial/Legal and Personal Assist.

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90 **Option 6– Counseling, Work-life Resource and Referral Services and Critical Incident Support**

- 91 • **Fee:** \$1,238. per month, \$14,850 annually, \$2.52 per person per year
- 92 • ***Sessions:** 4 sessions for 5,900 MDA members/household members
- 93 • **24/7** In-the-moment support

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Member Assistance Services	
*4 Counseling Sessions	Included
Life Coaching 30 minutes virtually	Not Included
Medical Advocacy	Not Included
Financial/Legal Services	Not Included
Personal Assistant	Not Included
Web Tools. Member Portal & Mobile App: Soft Skills Courses • Assessments • Tip Sheets • Articles • Monthly Employee Based Webinars	Included
Work-life Resource and Referral	Included
Conference/Convention Presence 4 hours	Not Included
Utilization reports	Included
Critical Incident Support	Included
Training 4 hours,	Not Included

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97 Complaint & Allegation Report from LARA

98 The committee reviewed the report from LARA.

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100 Adjournment

101 There being no further business, the committee adjourned at 11:37 am.

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103 ckw

104 r:\hwb\reports\minutes\2022\June