

# Region Leadership and Enterprise Pediatrics Structure

## Frequently Asked Questions

**May 24, 2022**

**Q. What is the Tufts Medicine Integrated Network (the “Network”)**

A. The Network was formed in 2021 as a strategic line of business within [Tufts Medicine](#). We are a pluralistic Network of private-practice and employed, community- and academic-based primary care clinicians and specialists who share a common cause of building healthy communities, enhancing care and ensuring physicians thrive in value-based contracts.

**Q. What are the different things the Network does?**

A. The Network has three core business imperatives: secure and manage payer contracts; organize disease management programs; and optimize the performance of Network physicians.

**Q. How is the Network different from competing Networks in the state?**

A. The prevailing model for Massachusetts’ networks is a hospital-centric command and control model that disenfranchises physicians from decision-making, operates as an acute care referral funnel and defines and measures success as impact on the hospital income statement.

In contrast, our Network’s founders were purposeful about shifting from the prevailing command and control approach to local physicians and administrators managing geographic markets and product lines. Our culture enfranchises regional teams to organize, manage and innovate to grow a return on Network participation that accrues to physicians as both quality and efficiency bonuses and dividends for strong Network performance.

**Q. How is the Network organized?**

A. The Network is organized into three Regions – North, Central and South – and an Enterprise Pediatrics Council. Our structure is anchored in the founder’s core belief that physician and administrative leaders close to the point of care can best manage strategy activation, resource decisions and performance accountability.

The Regions are built from clusters of population health neighborhoods with similar disease management needs. The goal is for the Region leads to configure Network approaches to address unmet medical and social determinant of health needs in the population health neighborhoods. Recognizing that a significant share of the population we serve is pediatric, we have also established an Enterprise Pediatrics Council with authority and accountability for performance improvement.

**Q. How are the Region and Pediatrics Councils organized?**

A. Each Region and the Enterprise Pediatrics Council is led by a local Executive Director who serves as a member of the Network President’s executive team. These leaders are supported by Clinical and Operations leads, who chair councils of their peers from the Region to shape strategy activation and resource allocations, and to manage performance. We believe this structure and process will ensure that Network strategy and Region priorities and performance are aligned around a common vision for building healthy communities and supporting thriving physician practices.

**Q. What are the Regions’ priorities?**

A. The Network Region executives will work with the Network President and leadership team, as well as the Network’s Board and Committees, to shape a long-term strategic finance plan that will inform how resources are used and a strategic growth plan for the Network to focus market entry and Network expansion strategies. The Region executives will also play an increasingly important role in helping Network participating physicians meet performance expectations.

Please visit the [Tufts Medicine Integrated Network website](#) for more information.

