

Chief Medical Officer Search

Health Care for the Homeless

421 Fallsway

Baltimore, Maryland 21202

www.hchmd.org



Launches: January 12, 2022

I. Overview

Health Care for the Homeless is Maryland's leading provider of integrated health services and supportive housing for individuals and families experiencing homelessness. This is a rare executive-level opportunity to join a nationally-recognized [federally qualified health center](#) (FQHC)¹ and advance quality of care and access to care for 9,500+ people in the greater Baltimore region. Now in our 37th year of operation we have just begun our [2022 Strategic Planning Process](#) to re-examine our mission, create a vision statement and develop a four-year Strategic Plan. (Learn about the previous Strategic Plan [here](#).) The process will be informed by a Racial Equity and Inclusion Action Plan, a multi-year housing development plan, a regional health care environmental analysis, and input from staff, clients, Board members and community partners. It is an exciting time to join the organization!

We are the first independent Health Care for the Homeless program in the nation accredited by The Joint Commission (TJC) in 2000. We have TJC accreditations for Ambulatory Health Care and Behavioral Health Care & Human Services; we are also certified as a Primary Care Medical Home. We are also certified as a Patient Centered Medical Home by the National Committee on Quality Assurance (NCQA).

The Chief Medical Officer (CMO) provides the clinical vision and leadership for primary care and dentistry across multiple sites, as well a 24-bed post-hospitalization, recuperative convalescent care program. The CMO is a highly collaborative champion of quality, safety and innovation, leading efforts to improve the skill of clinicians and allied health professionals in the care delivery process. As part of the commitment to quality of care, the CMO provides one-two sessions of direct clinical care each week.

Health Care for the Homeless serves a primarily African American/Black community, as well as a growing Latinx/Hispanic community. We are committed to embedding racial equity and inclusion practices in our work. To this end, the CMO will prioritize improving both access to and quality of the care we provide to people of color. They will be a leader and partner across the agency to address racism and racist practices in our work, including ways to mitigate disparate outcomes in health care delivery, as well as creating an intentional and affirming workplace for people of color. For more on our REI work, please click [here](#).

The CMO works as a member of the Executive Team and in close partnership with the Chief Behavioral Health Officer and Chief Quality Officer to improve access to care, as well as to improve quality of care. Together, they ensure compliance with regulatory and accreditation standards set by HRSA, TJC and

¹ As an FQHC, Health Care for the Homeless is highly regulated by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services.

NCQA. The CMO also partners with the Chief Financial Officer and Chief Quality Officer to set and monitor budgetary goals to ensure the sustainability of our nonprofit health care business.

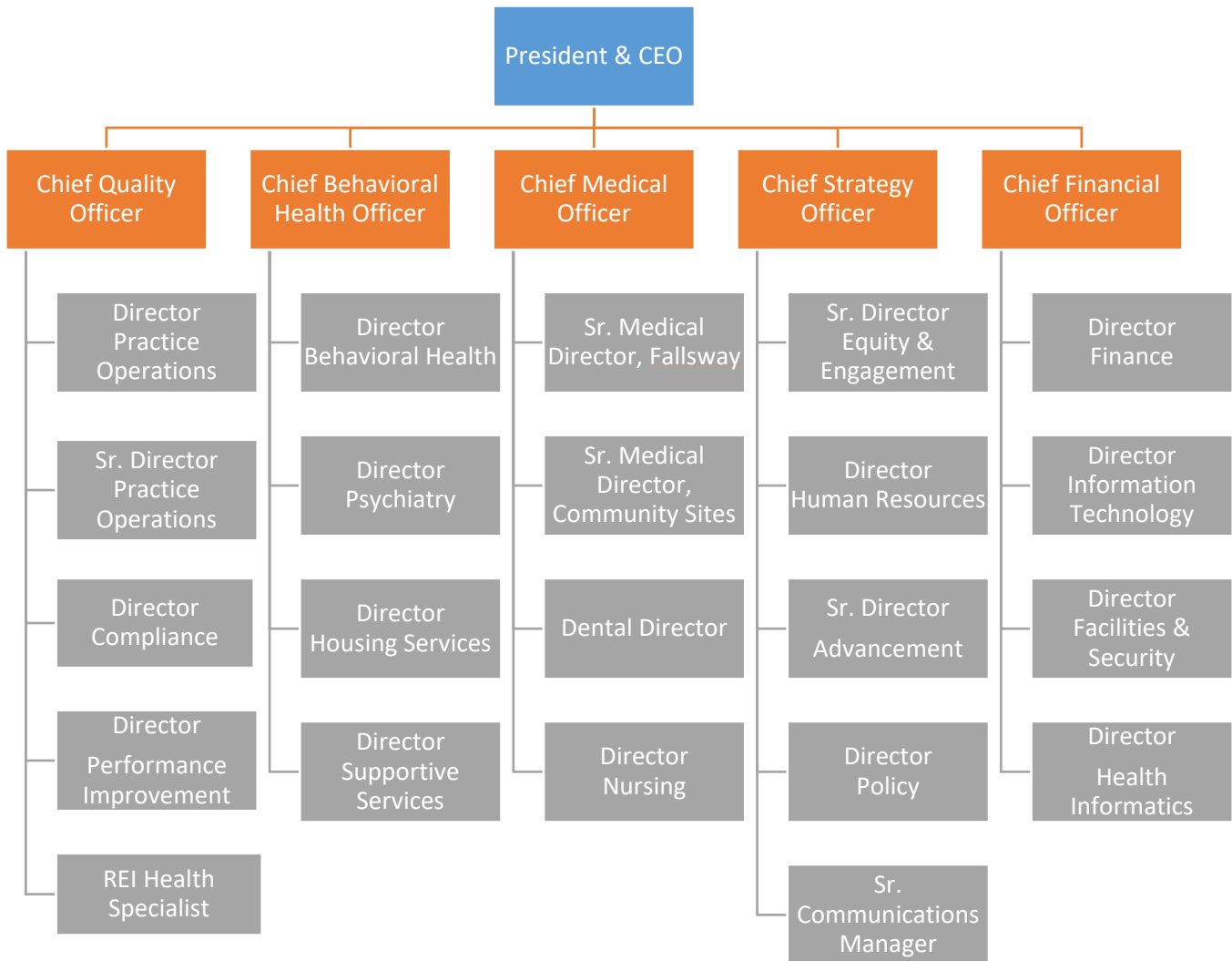
The CMO serves as primary clinical contact with community partners, overseeing a clinical education program and building partnerships to improve client care coordination. They represent the agency publicly, participating in workgroups, committees and testifying on public policies that advance our mission and work. The CMO also staffs the Board of Directors Program and Performance Improvement Committee and supports the Board as necessary.

The current CMO, Dr. Adrienne Trustman, has served in this role for two years, providing remarkable vision and leadership to navigate an unprecedented global pandemic that threatened disproportionate harm to the client population. Her leadership was instrumental in slowing the spread of COVID-19, keeping services available, launching new telehealth, testing and vaccination operations, and beginning the first Syringe Services Program in Maryland within a community health center. Dr. Trustman started with the organization in 2015 as a medical provider before moving into senior leadership. She misses providing direct care and has decided to return to a full-time medical provider under the direction of the Sr. Medical Director at our Fallsway site. She will have a particular focus in our harm reduction programs (MAT and Syringe Services). We are very happy that she will stay with us and continue to provide excellent care. Prior to Dr. Trustman, Dr. Nilesh Kalyanaraman functioned as our CMO for seven years before his appointment as the Anne Arundel County Health Officer. And our previous medical officer of three years, Dr. Danielle Robertshaw, now serves as a Senior Medical Director at Hennepin County Medical Center in Minnesota. We are proud of the expertise, thoughtfulness and hard work of our excellent medical leadership.

II. Clinical Programs under CMO direction

- Adult and pediatric primary care (physicians, nurse practitioners, nurses and medical assistants)
- Adult and pediatric dental care (dentists, dental hygienist and dental assistants)
- Occupational Therapy (psychiatric occupational therapists)
- Medication Assisted Treatment and Syringe Services (MAT Program staff and nurses)
- Convalescent Care Program (physicians, nurses and medical/nursing assistants)

III. Executive Team Reporting Structure



IV. Service Sites

- 421 Fallsway, Baltimore, MD 21202 (freestanding headquarter building). Click [here](#) for a Photo Gallery of our Flagship location.
- 2000 W. Baltimore Street, Suite 3300, Baltimore, MD 21223 (within Grace Medical Center) Click [here](#) for a Photo Gallery of our West Baltimore clinic.
- 9150 Franklin Square Drive, Suite 301, Baltimore, MD 21237 (on campus of MedStar Franklin Square Medical Center) Click [here](#) for a Photo Gallery of our Baltimore County clinic.
- Mobile Clinic. Click [here](#) for a Photo Gallery of our Mobile Clinic.
- Dental Clinic at Our Daily Bread, 725 Fallsway, Baltimore, MD, 21202 (site is currently closed due to pandemic).

- Convalescent Care Program at the Baltimore City Weinberg Housing and Resource Center, 620 Fallsway, Baltimore, MD, 21202 (currently relocated to hotel site due to pandemic) Click [here](#) for more background on CCP.

V. Qualifications

Qualified candidates will be physicians (MD or DO) with at least eight years of progressive leadership experience in a primary care in an ambulatory or community health setting. They will have knowledge of the nature and causes of poverty and homelessness along with an interest in public policy advocacy. They will demonstrate commitment and passion to addressing racism in our practices and our outcome. Candidates with experience (a) supervising professionals outside their own area of expertise and/or (b) in team-based care or in a PCMH are preferred. The CMO must be proficient in data analysis and interpretation, as well as demonstrate financial acumen and a general knowledge of health care business practices. Candidates for any of our executive positions need to exhibit strong interpersonal skills, the ability to inspire staff, be self-reflective, critical thinkers and be able to manage ambiguity and complexity.

VI. Salary and Benefits

The Chief Medical Officer is one of the top two highest paid positions at the organization. A hiring range of **\$250,000-\$300,000** has been set under advisement of a compensation consultant in January 2022 and after a review of similarly-sized FQHCs in the Baltimore region, as well as similar organizations located in other cities.

Health Care for the Homeless offers the following benefits:

A. Paid Leave

- Tenure-Based and Sick & Safe Leave

Yrs of Service	Sick + Safe Leave (granted each yr)	Tenure Based Leave (TBL)	TBL Accrual Rate (hrs per pay)	Total Days TBL & S+S
<1 yr.	5 days	Up to 15 days, based on date of hire & accrual schedule	4.61	Based on date of hire
1 - 4 yrs.	5 days	15	4.61	20
5 - 9 yrs.	5 days	20	6.15	25
10+ yrs.	5 days	25	7.69	30

- Nine Observed National Holidays: New Year’s Day, Martin Luther King, Jr. Day, President’s Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day and agency recognition of Juneteenth.
- Paid Parental Leave: Up to four weeks per 12-month period following birth or placement of a child with the employee.
- Paid Jury Duty and Bereavement Leave

B. Health Insurance

- 80% of the monthly medical insurance premiums are covered by the agency
- Medical Insurance: CareFirst HMO, HMO Open Access or PPO
- Dental Insurance: CareFirst BlueDMO (\$0 premium) or BlueDental Plus
- Vision Insurance: CareFirst Davis Vision Network

C. Professional Development & Education

- Clinical licensure expenses are fully paid
- \$3,000 for professional development annually
- Five paid days for professional development
- Up to \$5,000 annually for approved degree and certification programs
- Bilingual proficiency premium: \$4,000 annually (Spanish-only at this time)
- Participation in the National Health Service Corps Loan Repayment Program

D. Retirement

- Eligible for a traditional pre-tax 403(b) IRA and a Roth 403(b) IRA available upon hire
- Eligible for the 401(a) Profit Sharing Plan after employment for a full calendar year (or 1,000 hours of service). Only the agency can contribute to this plan. In the past few years, the agency has given between 2%-5% of base salaries. Employees are vested on the following schedule based on 12-month employment anniversary: 33% after 1 year; 66% after 2 years; and 100% after third year.
- Unlimited access to a free, certified financial planner

E. Other

- Flexible Spending Accounts: Medical (\$2,750/yr.) and Dependent Care (\$5,000/yr.)
- Employee Assistance Program with highly responsive clinical support, elder care, child care, legal and financial support for use by your entire household.

VII. To Apply

Applications will only be accepted through our online portal. Please submit your application and any supporting materials you chose [here](#).