

UT Southwestern Medical Center

Southwestern Health Resources Operational Announcement

May 31, 2019

To the UT Southwestern Community,

Since UT Southwestern and Texas Health Resources together launched Southwestern Health Resources (SWHR) as a Clinically Integrated Network in 2016, much has been accomplished. The network has grown and matured in serving patients, supporting physicians and other caregivers, and advancing the missions of founding partners UT Southwestern and Texas Health Resources.

Thus far, the work of SWHR has been carried out by individuals primarily employed by either UTSW or Texas Health. SWHR has also lacked a full-time dedicated executive management team, and instead has been led by senior leaders across UTSW and Texas Health who have retained important responsibilities in their home organizations. Although progress has been made, there have also been significant inefficiencies and difficulties in aligning the work of employees supporting SWHR across the two partners.

After an in-depth review of SWHR's current operations, it is clear that it is time to transition to a different operating model to be able to maximize opportunities for success in the future.

In order to continue propelling SWHR forward, we are creating a single employment model for those whose work currently supports Southwestern Health Resources. Accordingly, all current UTSW, Texas Health, and North Texas Specialty Physicians (NTSP) employees performing functions dedicated to SWHR will become employees of SWHR, effective September 1, 2019.

The new model will also necessitate a full-time executive leadership team led by Dr. Andrew Ziskind, who was recently recruited to serve as the first full-time Senior Executive Officer for SWHR. Dr. Ziskind is in the process of filling out the rest of the management team.

We are working directly with our UTSW colleagues who will be transitioning employment to SWHR and have assured them that they will be supported through every step of the process. Although their positions at UTSW will be terminated, they are each being offered a position with SWHR. We are very grateful for their contributions to UT Southwestern and for the role they will continue to play in SWHR, which is so important to the future of UTSW.

Sincerely,

Daniel K. Podolsky, M.D.
President, UT Southwestern Medical Center