“Becoming We” – News & Updates

A new era of health care is upon us as we announced last week our intent to merge into a truly integrated, comprehensive academic health system. We know this merger leads to a lot of questions and we are committed to answering them as more information becomes available. Each week, we will release answers to your most pressing questions as we go through the transition to Becoming We. We’ve combined the most frequently asked questions from last week into themes and would like to share with you the latest information.

Are we OU Health, OU Medicine, Inc. or OU Physicians?

OU Health is the combination of OU Physicians and OU Medicine, Inc. We will become a truly integrated, comprehensive academic health system on July 1 as a result of this merger. This means that we will be an organization that is not focused on clinics and hospitals as stand-alone groups, but a health system that is organized to follow the journey of our patients across the care continuum. We know that it is a journey to “becoming we” but, in the end, we are all OU Health.

Is my job changing or being eliminated?

Specific positions in the new OU Health have not yet been decided. We do know that our new health system will need many of the roles we have today like nursing, patient service representatives, billing office, medical technicians, allied health professionals, human resources, facilities, housekeeping, sterile processing, contracting and much more.

Are my healthcare benefits changing?

The OU Health benefits plan is under review and there will be upcoming benefits seminars beginning in April for employees to review in detail. Employees that are benefits-eligible now would remain benefits-eligible in the new OU Health unless they elect to change their benefits-eligibility status.

Who are the leaders? Who do I speak with about the merger and about my day-to-day job?

Unified Leadership Team:

The OU Physicians Leadership team, led by Dr. John Zubialde and the OU Medicine, Inc. leadership team, led by Chuck Spicer will begin meeting jointly as a unified OU Health leadership team. Dr. Zubialde and Chuck Spicer will co-chair these meetings which will occur on a regular basis.

On a day-to-day basis, the leaders that you work with and report to have not changed. There is transition work that leaders may be engaged in, but there is also a need for focus on the day-to-day
Aspects of patient care. As such, OU Health has established a Chief Transition Officer to lead all of the aspects of the transition to July 1.

Chief Transition Officer:

Dan Harrison with ECG will serve as our Chief Transition Officer (CTO) and will be working with our enterprise in a full-time capacity to ensure there is a smooth transition in operationalizing the merger. The CTO will report directly to the Steering Committee and Coordination Committee and will meet regularly with Dr. Zubialde and Chuck Spicer regarding the details of the transition.

For several months, Dan has been coordinating several work streams across the enterprise with leadership collaboration between OUHSC and OUMI leaders. Work streams encompassing human resources, operations, finance, legal, IT and communications will continue to meet as Dan coordinates and leads the day-to-day transition. Click here to learn more about the ongoing work streams.

Dan has been working with our executive leaders in developing the OU Health organization and brings not only a breadth and depth of experience to the transformation that is underway, but he has become a trusted colleague across the enterprise.

You can read more about Dan by visiting Dan Harrison - ECG Management Consultants (ecgmc.com)

If you have specific questions for Dan, you can email becomingwe@ouhealth.com with his name in the subject line.

Transition Structure:

A transitional structure has been established for key areas of the new OU Health. Dan will lead these areas with their transition work while Dr. Zubialde and Chuck Spicer will lead the day-to-day aspects of the transition.
the organization and work with Dan on the transition. OU Health is formally establishing OU Health Human Resources, OU Health Finance and OU Health IT.

The human resources transition will be led by Jed Liuzza, Diana Maddox and Lisa Thompson. Jed and Diana will be focused on the team transition while Lisa Thompson will be the main point of contact for physicians throughout this transition.

The OU Health Finance office will be co-led by Anne Barnes and Jim Watson throughout this transition. The OU Health IT office will be co-led by Maria Russo and David Horton throughout this transition. These transition offices will report to Dan on transition items only while continuing to report to their existing leaders on day-to-day items.

Click here to download a copy of the Transitional Structure graphic above.