

March 2010

Navin, Haffty Report: News for the MEDITECH Community



*News for the
MEDITECH
Community*

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Thoughts from our President

It's about your employees! One of the themes from the various sessions at HIMSS was the coming shortage of healthcare information systems professionals. At Navin, Haffty & Associates, we have been hiring and have added more than 20 consultants over the last five months and anticipate similar growth continuing for most of 2010. Some of our competitors are actively recruiting as well. While almost all of our new hires have come from other consulting companies, the demand for assistance with implementation of advanced clinicals and 6.0 migrations is sparking a huge demand and some companies are less selective than we are. While David Blumenthal spoke to the HIMSS audience about adding 40,000 new healthcare information systems professionals, in the short term, you can expect your staff to be receiving more calls from recruiters than ever before.

If our own recruiting and retention is any indicator, while competitive compensation is a factor, the importance of intangibles such as making employees feel valued, engaged in the decisions around their work, receiving on-going education and professional development and involved in communications about the organization appear to be as important. We encourage all of you in management roles to take a

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Upcoming Events

200 Cordwainer, Suite 100
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few minutes and recognize that your employees are more valuable and have more employment options than the general state of the economy may suggest.

[John Haffty](#), President
[Navin, Haffty & Associates](#)

Further Observations and Updates on MEDITECH 6.0

Last month we shared a number of observations and wanted to provide some additional information as well as answer a few questions:

- As of March 1st, there are 12 hospitals live on 6.0
- MEDITECH has scheduled delivery to over 40 other sites, with delivery dates for software into 2011 and more than 100 sites have licensed 6.0
- If you have signed for 6.0 or are evaluating it, check out MEDITECH's [customer website](#) where there is a lot of new information on 6.0, including a section just on training materials and education plans. Go to: <http://www.meditech.com/Migrations60/homepage.htm>
- MEDITECH has been addressing initial concerns about the Report Designer tool, which replaces the NPR report writer, and will provide a new version of this tool in the 6.055 release, expected to be delivered in the next month or so. One of the limitations of the first version was that it worked against those applications that were re-written for 6.0 but the old NPR tool was still used for those applications that have not been rewritten as yet. This new version allows for accessing all data regardless of which data structure underlies an application
- We still envision the Data Repository to serve as a significant management reporting tool allowing for access across both MEDITECH and non-MEDITECH data
- In reading the MEDITECH-L over the past few weeks, there were a number of posting about whether to retain certain third party applications with specific reference to some of the Picis applications that had been acquired when they purchased MSM. We see this as an opportunity to take advantage of

[unSummit](#) - May 5-7, 2010

[CIO Technology Forum](#) - May 13-14, 2010

[International MUSE](#) - June 1-4, 2010

[Nursing Forum](#) - June 16-18, 2010

[Physician CIO Forum](#) - Oct. 21-22, 2010

MEDITECH Events

[Educational Seminars](#)

[Strategic Workshops](#)

[Regional Events](#)

Job Posting

If you would like to include your hospital listing on the Navin, Haffty website, please email

cabate@navinhaffty.com
(Please note this is a courtesy to the MEDITECH community and we will not accept posting from recruiting companies or 3rd party companies).

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capabilities that exist in 6.0 that may not have been available in Magic. Further, the value proposition and power of integration continues to be evident at most hospitals that have eliminated third party products and gone with MEDITECH applications. (See brief note late in this newsletter)

- While we discussed the importance of strong project management last month, it is worth mentioning that, in our experience, the effort associated with a migration to 6.0 is equal to the effort of a new implementation. Our experience with 6.0 is demonstrating to us that most sites that are migrating have sophisticated users with high expectations and are used to being able to be creative with Magic. 6.0 is a different tool and, with anything new, has a learning curve, similar to a new software implementation. We strongly recommend establishing project governance and management structures similar to that of a new implementation.

We continue to find that the early adopters are pleased with their decision particularly the key constituencies of physicians and nursing. We will continue to provide information on this important topic in coming months.

HealthSystemCIO.com interviews John Haffty

"HealthsystemCIO.com, www.healthsystemcio.com, is the sole online-only publication dedicated to exclusively and comprehensively serving the information needs of healthcare CIOs". This new site recently [interviewed](#) our President, John Haffty. If you are interested, here is the link to this interview: <http://healthsystemcio.com/2010/03/15/one-on-one-wmeditech-maven-john-haffty/>

Emergency Department Software: Intergrated or Best of Breed

A December 2009 press release from KLAS in late December cited an increasing number of hospitals are replacing "*standalone, best-of-breed emergency department software with enterprise solutions that foster better integration*". While it notes that clinician satisfaction is higher with best of breed solutions, in it's report, "Emergency Department Information Systems: Is Best of Breed Still the Best Approach?" "*that in the opinions of more than 500 providers and*

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includes performance ratings for 18 emergency department information system (EDIS) solutions. Among several key findings, the report notes that for study respondents who are planning to replace or buy an EDIS, 72 percent are leaving a best-of-breed product in favor of an enterprise offering... Still, despite clinician concerns, the KLAS report finds that the percentage of providers planning to leave their best-of-breed vendor is two and a half times higher than it was in 2005. In addition, thanks to the tighter integration between the ED and other modules made possible by enterprise solutions, IT professionals scored enterprise solutions significantly higher than did clinical users.

To learn more about the EDIS market, as well as the strengths and weaknesses of participating vendors, the report "Emergency Department Information Systems: Is Best of Breed Still the Best Approach?" is available to healthcare providers online for a significant discount off the standard retail price. To purchase the full report, healthcare providers and vendors can visit www.KLASresearch.com/reports.

HIMSS Session: KLAS and HIMSS Analytics Speak Out: What's Real and What Isn't

We attended this session conducted by Kent Gale, President of KLAS and David Garrets, President of HIMSS Analytics. There were a few specific MEDITECH references worthy of note:

- According to KLAS, in 2009, more MEDITECH hospitals went live on CPOE than any other vendor with 24 sites (21 C/S, 3 Magic)
- Physician ease of use is important and MEDITECH's 6.0 got a great quote. According to one of their interviews with a MEDITECH hospital CIO in February 2101 regarding Emergency Department Management (EDM), "*MEDITECH's demo absolutely crushed T-Systems...Keep a close eye on 6.0. It's whole new ball game.*"

Thought our readers might find these items of interest.

MEDITECH's CIO Technology Forum, May 13-14, 2010

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[Registration](#) has opened for this workshop. While the agenda has not been published, you may want to get this on your calendar as soon as possible. We continue to believe this workshop offers MEDITECH CIO's the best opportunity to network with peers and get the information needed to most effectively develop and lead your organization's strategic information systems direction. To register, go to:

<http://www.meditech.com/MIX/Pages/2010CIOForum/titlepage.htm>

MEDITECH's Schedule for Regional Events is Posted

Starting in April, MEDITECH is holding a series of [Regional one day events](#) throughout the USA and Canada. If you are unable to travel to MEDITECH for the CIO, Nursing or Physician workshops this year, you might find something of value closer to home. For a current listing of these events, go to:

<http://www.meditech.com/regionalevents/homepage.htm>

Navin, Haffty is Hiring!

As noted in our opening thoughts, we continue to seek experienced consultants and excellent hospital employees who are interested in consulting. We are looking for MEDITECH applications consultants and project managers that consider themselves to be amongst the best and prefer those with several years of current or recent consulting experience as well as nurses, pharmacists and IS staff that have successfully implemented advanced clinical applications at their hospital.

At this time, we have specific needs for consultants with strong MEDITECH applications experience in almost all areas but have a particular interest in those with EDM, PCM, Pharmacy and Nursing/PCS.

We believe there are significant advantages to being part of Navin, Haffty. We now offer several employment options including an outstanding benefits package as well as selected options for independent consultants. As part of the largest consulting company focused exclusively on serving the MEDITECH community, we enjoy an excellent working relationship with MEDITECH and offer a

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collaborative work setting. Our approach has led to our record for consultant retention which is the best in the industry. If you are interested please contact Shelly Noyes at snoyes@navinhaffty.com or call her at 800-561-6005.

Please note that at this time, we are only able to consider those able to travel up to 80% of the time. (Also employees from MEDITECH and our clients will not be considered.)

Job Postings

If you are interested in exploring new positions, go to our job posting section of our website. This is a free service of Navin, Haffty and Associates to the MEDITECH community. In particular, there is a Director of I S for Mercy Medical Center, Cedar Rapids as well as postings from 17 other organizations representing more than 20 positions from MEDITECH hospitals. If you or a colleague might be interested, check out what's open at the [Navin, Haffty website](#).

If you would like to include your hospital listing on the Navin, Haffty website, please email Carla Abate at cabate@navinhaffty.com (Please note that as this is a courtesy to the MEDITECH community, we will not accept postings from recruiting companies).