



# Interstate Medical Licensure Compact

## Strategic Planning Subcommittee

Edward Cousineau (NV), Karen Silas (AL), Anne Lawler (ID), Penny Judd (TN),  
Melanie De Leon (WA), Ken Cleveland (MS)



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## Offerings of the Subcommittee

- A three to five year lookout for the IMLC.
- Five overarching themes, and associated goals.
- Performance measures.
- Vision Statement.



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## Themes

- #1 Increase participation in the IMLC:
  - Continue to bring states and territories into the IMLC, with a goal of full participation eventually.
  - Become less reactive and more proactive to non-member states and territories, i.e., expand communications with non-member states and territories to tout the benefits of IMLC membership.
  - Education is key, for both State Regulatory Boards and State Legislators and continue current and develop new outreach efforts.



- # 2 Technology and the IMLC:
  - Procedural improvements to the IMLC technology functions to continue as necessary, with the goal of maximizing operations.
  - Sharing of data between member Boards, e.g., licensing and disciplinary information.
  - Continue with further improvements and content of the IMLC website.
  - Continue regular technology training programs for member Boards staff.
  - Create a “toolkit” for use by new member Boards and new Board staff.



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- # 3 IMLC personnel development:
  - Standardize contracts for employment and performance evaluations for IMLC personnel, and define performance evaluation timelines for IMLC personnel.
  - Identify the principal duties of the IMLC Executive Director and personnel, not to be reserved for the IMLC Commissioners. The goal being to move most of the day-to-day operations of the IMLC to its staff, and away from the IMLC Commissioners.
  - Endeavor to convert all IMLC personnel to employees, while maintaining the use of Independent Contractors where appropriate.



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- # 4 Fiscal viability and responsibility of the IMLC:
  - Establish a benchmark fiscal reserve policy.
  - Establish monetary investment guidelines/protocols for the IMLC's fiscal reserves.
  - Periodic review of how much money the IMLC needs to support its functions, and whether there should be adjustments to fees charged.
  - Transparency of how IMLC monies are expended, and access to its audits.



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- # 5 Affirm the reputation of the IMLC:
  - Branding.
    - Share the story of how the IMLC is making a difference with all stakeholders.
    - Represent the IMLC as a viable, competent and appropriate entity for expedited licensure among stakeholder groups including federal and state officials and medical organizations – i.e. Federation of State Medical Boards, American Medical Association, American Osteopathic Association, etc.



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## Performance Measures

- Create performance measures as to how the IMLC is meeting its themes included in its Strategic Plan (a performance measure is a quantitative tool used to measure effectiveness, efficiency and outcomes).
- Assign performance measures to the appropriate committee or staff, with progress monitored by the Executive Committee.
- Create performance benchmarks and timelines for each performance measure, to be done on a fiscal year basis.
- Review performance results and re-assess performance measures accordingly.





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## Vision Statement

“To be the trusted and innovative multi-state organization for expedited and efficient physician licensure, to facilitate better access to quality healthcare for all populations through one hundred percent participation in the Interstate Medical Licensure Compact by United States medical boards.”

*Please note that this vision statement is a work in progress. The IMLCC Commissioners intend to formally adopt a vision statement at the November 2020 commission meeting.*