UNOS Information Technology Advisory Committee

Chair

Bob Merion, MD

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UNOS IT Staffing Update

- Approach new software product development as a distinct skill set
  - New director-level position: Director of Software Engineering
  - Bruce Meador hired in August; extensive commercial software development experience
  - Created a separate department within UNOS IT for new software delivery
  - Ended the practice of interchangeably using new software developers and maintenance developers

- Interim CIO, new Director of Software Engineering, and the IT leadership team reviewed the organizational structure and made modifications to the hiring plan:
  - Doubled the number of software engineers to be hired (higher level and much higher expected productivity)
  - Reduced the number of manual testers
  - Planned hiring of automated test engineers (fewer needed and building for the future)
  - Reduced total incremental IT positions to 38 (vs. previous 41)

Hiring Update

- 15 incremental positions filled between July 16 and November 1 (~1 month behind schedule)

- 8 additional positions filled internally that will need to be backfilled; important advancement opportunities

- Rolling job postings at various levels to build new teams

- 19 positions currently posted

- On track for planned 38 incremental hires by March 2014

- Active recruitment continues

Recruitment Efforts

- ## Job Fairs
  - Talent Manager and Director of Software Engineering attended RVA Career Expo on 10/14/2013 – 5 strong IT attendees were offered on-site interviews for posted positions
  - Six on-site IT Career Fairs planned (November 2013 – March 2014)

- ## Advertising
  - Currently using 10 recruitment firms for sourcing candidates
  - Improved screening/interviewing processes to provide consistency and feedback to the recruitment firms within 48 business hours
  - Ads placed on dice.com
  - Using social media to recruit passive job seekers
  - Created new recruitment materials

DonorNet® Upgrade Options

1. Tech Package
Integrated Technology Package
$1.75 – 2.6M (est.)

- Any device, anytime, anywhere
- Enhanced upload for media files
- Instant messaging
- Architecture upgrade

2A. Data Package
Reframing
$0.44 – 0.66M (est.)

- Comment section on each tab and section
- Modified buttons
- ABO tab

2B. Data Package
Filling the gaps
$0.75 – 1.125M (est.)

- Updated labs
- Updates to meds/fluids tab

Committee Review Required

2C. Data Package
Completing the picture
$0.56 – 0.84M (est.)

- Change PTR view to 100
- Custom reports
- Date and time indicator of last update on details page
- Calendar to input on-call duty one month at a time

DonorNet® Update

- ITAC review of DonorNet® upgrade options led to a focus on and endorsement of elements of the Tech Package

- What will be done between now and March 2014?
  - Expanded browser compatibility (Internet Explorer 10, Apple Safari, and Google Chrome)
  - DonorNet® "full site" availability on several tablets (iPad and Android)
  - Re-engage with the user community with a refresh of the DonorNet® user group

- Longer term DonorNet® upgrade plans
  - Evaluate an instant messaging solution and enhanced upload capabilities for media files
  - Application redesign by architecture and software engineering groups

Questions