

Explaining the new strategic partnership

Leadership and operational structure

Why change is needed

Bringing academic medicine and community care together creates opportunity — but also complexity. Over time, overlapping leadership structures and unclear decision pathways have made coordination more difficult and slowed progress.

The new model builds on what works today while reducing barriers that hinder coordination and decision making. The goal is clearer leadership, stronger collaboration, and a structure that better reflects how care is delivered across the system.

How specialty programs will be organized

Under the new agreement, specialty programs and services will be organized based on how and where care is delivered.

Three program models will guide operations:

M Physician-only programs: Many specialty programs will continue to be operated exclusively by M Physicians, particularly those tied closely to academic medicine, research, and teaching.

Blended programs: In other specialties, care will be delivered through collaboration between physicians from Fairview and M Physicians, with shared leadership and coordinated operations.

Parallel programs: In some areas, Fairview and M Physicians will operate in parallel, with clear yet distinct roles across community and academic settings. Fairview will be responsible for these parallel services at community hospitals and M Physicians will be responsible for these services at the academic hospitals.

Each model is designed to create clearer leadership, operations, and accountability.

Clearer leadership and decision making

The new structure introduces more consistent leadership and governance across specialty programs. This includes:

- Defined leadership and medical direction roles.
- More consistent governance and escalation pathways.
- Better coordination between primary care and specialty services.

These changes help ensure the right leaders from both organizations are involved in decisions while incorporating physician input from across the system.

What this means for physicians

The new structure is designed to:

- Support the academic identity and mission of M Physicians programs.
- Strengthen community physician leadership where care is delivered locally.
- Clarify expectations and leadership opportunities across specialties.

By aligning leadership across organizations, we can improve coordination today while giving physicians a clearer role in shaping care for the future.



Watch the brief video.

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