

Leslie Clayton (Milteer) PA-C, MPAS, DFAAPA

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Licenses and Registrations

- Certified by the NCCPA - Current
- Licensed by the State of MN for practice as a Physician Assistant – Current
- DEA Registration – Current
- DOT examiner certification- Current
- BLS Certified – Current
- Epic Power User Certified-Current

Education

- Master of Physician Assistant Studies, University of Nebraska, Lincoln, NE.
- Certificate of Physician Assistant Studies, Saint Francis College, Loretto, PA.
- B.S. Psychology / m. Kinesiology, Texas A&M University, College Station, TX.
- Graduate Certificate - Integrating High-Value Patient Care and Performance Improvement in Healthcare, Arizona State University, Tempe, AZ.

Overview

PA with 20+ years of direct patient care experience in outpatient and inpatient settings. Considerable organizational and professional academy leadership experience, including personnel management, budget coordination and conflict resolution. Outstanding patient satisfaction results and outcome driven practice achievements. Experienced with process improvement, project management and interdisciplinary team collaboration. Graduate level teaching experience with responsibilities for all components of academic curriculum development and assessment.

Professional Experience

North Memorial Health – Primary Care Provider Lead / Family Medicine PA-C **2018 - Current**

Manage medical staff for 3 primary care clinics, including Physicians, PAs and NPs. Responsible for: recruitment and retention, education, staffing, counseling, scheduling, on-boarding, and participate in budget development with dyad partner. Provider oversight for the development, coordination, implementation, and assessment of projects focused of enhanced patient care deliver. Coordinate and lead meetings and educational program for medical staff. Work with the Medical Director, provider services, quality improvement teams, and others to establish and advance quality care objectives and patient care improvement. Ongoing clinical practice in Family medicine - full spectrum patient care.

Saint Catherine University Master of Physician Assistant Program - Assistant Professor **2014 – Current**

Responsibilities in both the didactic and clinical phase teaching including; course coordination, lectures, assignment creation and grading, end of rotation coordination, student advising / discipline when appropriate. Change from full-time to adjunct status in 2019

Multicare Associates (MCA) with North Memorial Health – Family Practice with Urgent Care **2012 - 2018**

Broad spectrum care of all ages. Including women’s health care, office based procedures, preventative care and chronic disease management. Healthcare Home participant with a long standing established panel of patients.

University of Minnesota Physicians (UMP) - Primary Care Center **2006 - 2012**

Position in Internal Medicine and Family Practice of all ages. Complex patients with broad spectrum primary care needs. Epic Super User for clinic and organizational implementation.

Professional Experience (cont)

HealthPartners Riverway Clinics – Anoka, Mn. - Family Practice 2005 - 2006
Temporary employment contract: Family practice and urgent care coverage.
General primary care of all ages with urgent care coverage.

Dr. Paul Grayson Smith – Cleveland, Tn. - Family Practice 2002 - 2005
Family Practice outpatient and inpatient care: General primary care with preventative care, only female provider in practice with large GYN responsibilities, inpatient management of hospitalized primary care patients with daily rounds.

Chattanooga Rehabilitation Associates – Chattanooga, Tn - Inpt Rehab 2001 - 2002
100 bed facility with various rehabilitation focused diagnoses. Daily rounding, team conference coordination, admissions, discharge planning,

Trinity Clinic - Tyler, Tx. - Inpt Rehab 1998 – 2001
40 bed facility with various rehabilitation focused diagnoses. Daily rounding, team conference, admissions, discharge planning.

Offices/ Leadership/ Committees

Primary Care Leadership Team

Monthly meetings with organizational leadership including: CEO, Vice-President of Medical Staff, Medical Director, regional managers, provider services, quality improvement director and other appropriate leaders, for the purpose of managing organizational processes, initiatives, and financial management of care services related to the Primary Care division.

INR Committee North Memorial Health 2019-Current
Serve as provider representative to the INR committee working to integrate and Expand the RN managed INR processes

AAPA Second Vice-Speaker House of Delegates / Board of Directors 2019-2020
As 2nd Vice Speaker duties include support for the standing rules committee, reference committee oversight and manage debate of the ~300 delegates.

As a member of the Board of Directors participate in strategic decisions regarding organizational and professional goals as well as budgetary reviews, resource allocation, outreach agendas. Current agenda includes optimizing PA practice regulations at the state and national levels, consideration of a professional name change, interprofessional organization relations. External affairs committee, and Health of the Public Committee

MAPA Legislative Co-Chair 2016-Current
Manage academy legislative efforts including; writing legislation related to PA practice, collaborating, and directing paid lobbyist, communicating with state and national leaders, coordinate 130 + participants for the annual PA Day on the Hill advocacy event.

For the 2019-2020 legislative session created, negotiated, and achieved passing of the PA Practice Modernization Act. This law significantly improves the way PAs and Physicians collaborate, improved team-based care delivery and allowed PAs to practice in accordance with their education, training and experience.

North Memorial Health Advance Practice Provider By-Laws Redesign sub-committee 2017 – 2018
Work to update and clarify APP roles, credentialing and privileging and moved APPs from allied health staff to dues paying medical staff members.

Saint Catherine University Constitution and Bylaws Committee 2017-2018
Interpreted and offered faculty senate updates on bylaws for employment of faculty

Offices/ Leadership/ Committees (cont)

Minnesota Academy of PAs (MAPA) strategic planning coordinator Develop strategic planning sessions that establish the organizational direction.	2016, 2018
President Elect, President and Past President MAPA Responsible for all aspects of association management including budget oversight of a \$240,000+ budget, personnel training and management, strategic planning, board meeting coordination, and organizational outreach. In 2018 securing a new management company, managing urgent financial issues and arranging for appropriate storage of academy resources.	2014-2017
National Committee for Quality Assurance Patient Centered Medical Home 2017 guideline revision advisory committee - AAPA appointed Liaison	2015-2017
Minnesota Department of Health International Medical Graduate Integration Task Force Serve as the MAPA representative to inform the committee about the PA profession, providing insight and advise for appropriate PA profession involvement in the project	2015- Current
Institute for Clinical Systems Improvements (ICSI) – Adult and Pediatric Preventative Care Work Group Member Review and create preventative care guidelines for statewide publication	2009 - 2015
House of Delegates Representative to the AAPA for MAPA	2010-2011, 2013 – 2019
House of Delegates for the AAPA Standing Rules Committee	2015 - 2019
House of Delegates Reference Committee Chair Committee member 2014-2016	2017 - 2019
PA/NP representative - Clinical Practice Committee UMP BOD Represent all PAs and NPs in high level executive Board of Directors committee regarding organizational decisions effecting clinical practice	2007 - 2012
Epic Clinician Steering Committee and Super User UMP PA/NP representative for executive decisions for EMR implementation	2011 - 2012
PA/NP Review Committee – UMP Executive committee responsible for creating and implementing the annual review process for all PAs and NPs working at UMP	2011
Mill City Clinic Primary Care Clinic Development Committee Ground up development committee for creation of a new primary care clinic	2008
<u>Teaching</u>	
Assistant Professor Saint Catherine University PA Program All aspects of teaching including student advising, testing component creation, and objective data analysis and reporting. Course coordination responsibilities for the 2017-2018 year include: Neurology, Gastroenterology, Mental Health and Primary Care units.	2014 - 2018
Returning Guest lecturer Augsburg and Saint Scholastica MPAS programs Multiple topics including various areas of PA education	2016, 2017-2020

Presentations

- *Leadership Roles in Primary Care: PAs and NPs Can Do That* – 2021 AAPA Family Medicine Conference
- *Medication Considerations in the Preoperative Patient* – 2021 AAPA Family Medicine Conference
- *MN PA Practice Modernization Act – Changes for Health systems* – 2020-2021 Multiple health systems
- *PA Practice in Minnesota –Legislative Update* – 2016, 2017, 2018, 2019 Spring MAPA conference
- *Politics and Medicine* – 2020, 2018 MAPA Fall conference
- *Optimal Team Practice – AAPA Guidelines for State Regulation of PAs* 2017 Spring MAPA conference
- *NCCPA Proposal to Modify PA Recertification exam Requirements* – 2016 Spring MAPA conference
- *Pharmacologic Considerations in the Preoperative Patient* – 2016 Fall MAPA Conference
- ***The differences and similarities of NP's and PA's- UMP Primary Care staff 2007 and MCA support staff 2013***
- *Preoperative standards and optimizing billing for MDs, PAs, and NPs – MCA providers and leadership 2013*

Process Improvement Projects

Medication Refill Protocol Revision – North Memorial Health Current

Rewrite the refill process regarding RN/CMA protocols for the Primary Care division. Coordinate with multiple departments including Pharmacy, legal and informatics.

PA / NP Annual Review Process Revision 2016

Mentored 2 MPAS students in the research and revision of the MCA annual PA/NP review process to create a more objective, measurable and competency based process

Medication Refill Protocol – Multicare Associates 2016

Identified a needed quality improvement project and mentored 3 MPAS students to research, organize and substantiate drug refill protocols for RN staff based on current evidence based practice guidelines. Submitted for board approval and accepted as practice group policy

Reorganize the voting board structure of the MN Academy of PAs (MAPA) 2015

Initiate and oversee the process for reorganizing the previous 26 voting member board to a more functional 11 member voting structure for the benefit of organizational functions.

Preoperative process streamlining and EMR template creation – MCA 2014

Create a concise evidence-based process regarding preoperative assessments. Coordinated with EMR staff and rolled out to the provider staff. Resulted in improve evidence based assessments, increased efficiency, improved patient safety, proper utilization of resources, improved communication with surgical consultants and maximize billable work.

Controlled substance refill tracking process 2013

Worked with a family practice MD with a large panel of patients to identify, track and Streamline the refill process for patients on controlled substances. Project included coordination, training of support staff and implementation. End results included improved organization, fewer script being filled by other providers, better tracking of patient’s controlled substance use and reduced clinical phone call for refill requests.

Student Rotation Coordination 2013-2015

Encouraged and coordinated all student and shadowing activity within the organization’s 3 clinic sites. Ensured all affiliation agreements and student needs for training were coordinated with staff, EMR personal and preceptors

Scholarly Work

Oakstone Medical Publishing Editor in Chief CMEinfo Insider for Family Medicine 2018-current

Provide clinical oversight to the online CME resource family medicine Division. Advise on content, quality and scope of educational materials. Address marketing and product development, utilization review and optimization for user experience. Participate as an expert panelist for topic recordings and CME approved lectures related to pharmacology.

We Are Family Medicine Conference - Course Director AAPA 2020-2021

Work with fellow course directors and AAPA staff to develop and administer the first family medicine focused conference for the AAPA. Includes presenting 2 lectures. Conference scheduled for Jan 23-25th 2021 – virtual format

Scholarly Work (cont)

<p>Provider Perspectives On Infertility Care In The Greater Accra Region of Ghana: A Qualitative Study - In Process for publication</p> <p>Serve as the clinical reviewer for the medical interview tools and study design for this Grant funded research project. Intended for publication submission in 2021</p> <p>Lead investigator - Carie Cox, PhD, MPH Assistant Professor, Department of Public Health St. Catherine University</p>	<p>2018-current</p>
<p>Peer Reviewer- Family Medicine Chapter</p> <p>Knechtel, D. and Opacic, D., 2019. <i>The Physician Assistant Student's Guide to the Clinical Year: Internal Medicine</i>. 1st ed. Springer Publishing Company.</p>	<p>2019</p>
<p>Oakstone Medical Publishing</p> <p>Practical Reviews: Chronic Diseases Clinical Advisor - compensated</p> <p>Responsible for reviewing selected medical articles for possible clinical application.</p>	<p>2016-2018</p>
<p>PAs in Global Health Conference Coordinator</p> <p>Establish relationships between Saint Catherine University MPAS program and The PAs in Global Health Association to develop, create and coordination the annual 2018 conference.</p>	<p>2017-2018</p>
<p>National Committee for Quality Assurance Standards and Guidelines</p> <p>A member of the 2017 Advisory committee regarding the revisions of the NCQA PCMH Certification standards</p> <p>National Committee for Quality Assurance. <i>NCQA Patient Centered Medical Home (PCMH) Standards and Guidelines</i>.</p> <p>http://www.ncqa.org/programs/recognition/practices/patient-centered-medical-home-pcmh/pcmh-2017.</p> <p>Published April 3, 2017.</p>	<p>2017</p>
<p>ICSI Preventative Care Services Guidelines for Children and Adults</p> <p>Contributing author - Published Peer Reviewed Guidelines</p> <p>Wilkinson J, Bass C, Diem S, Gravley A, Harvey L, Maciosek M, McKeon K, Milteer L, Owens J, Rothe P, Snellman L, Solberg L, Vincent P.</p> <p>Institute for Clinical Systems Improvement. <i>Preventive Services for Children and Adolescents</i>. Updated September 2013.</p> <p>https://www.icsi.org/_asset/x1mnv1/PrevServKids.pdf</p> <p><i>Preventive Services for Adults Twentieth Edition</i>. Updated September 2014.</p> <p>https://www.icsi.org/_asset/29dbny/PrevServAdultsRecomTable0615.pdf</p>	<p>2009-2014</p>

Awards

- Past Presidents Award MAPA – bestowed March 2018**
- Distinguished Fellow AAPA – bestowed 2015**
- Outstanding Service Award from Multicare Associates Board and Administration - 2014**
- Top 50 performers in University of MN Physicians - 2010**
- Patient Satisfaction Survey Top 10% award University of MN Physicians –2007**

Organization Memberships

American Academy of Physician Assistants (AAPA)	1996-Current
Minnesota Academy of Physician Assistants (MAPA)	2005-Current
Physician Assistant Education Association (PAEA)	2014-Current
Texas Academy of Physician Assistants (TAPA)	1999-2001, 2019