

# UNM Health System Clinical Leadership Group Charter – v4

Note: Formerly Health System CEO Leadership Group

Delivering Exceptional Health Care for New Mexico

9/22/25

## Purpose

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The Clinical Leadership Group (CLG) provides oversight and coordination of clinical care across the UNM Health System. The CLG is charged with guiding, selecting, and prioritizing Health System clinical initiatives and services. It ensures the effective and aligned delivery of care consistent with the mission, vision, and values of the UNM Health System. It acknowledges and supports the critical role research and education play in the care provided to the patients and the intertwined nature of the three missions.

Guiding principles for the CLG include:

- Collaboration across missions
- Transparency in decision-making
- Accountability to stakeholders
- Commitment to continuous improvement
- Respect for all individuals and perspectives

## Key Functions

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The CLG's oversight responsibilities include:

- Integration of the clinical entities to ensure coordination, alignment, and accountability
- Designing and implementing an integrated strategic vision and priorities of the clinical mission
- Providing strategic guidance for the growth of the Health System's clinical mission, including prioritization of major initiatives
- Oversight of the COMPASS (Compensation Oversight, Modeling, Planning and Strategic Support) committee and the clinical incentive plan
- Oversight of the Clinical Operations Committee (COC)
- Recommending action for enterprise clinical partnerships and strategic initiatives
- Establishing the UOP Goals
- Establishing a structure and cadence of integrated clinical operations meetings to include but not limited to executive steering committees, LTEs, or clinical service lines
- Oversight of clinical funds flow

## Governance

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The CLG reports to the Executive Vice President of the UNM HSC and CEO of the UNM Health System (EVP). All final strategic or operational decisions are subject to final approval by the HSC EVP. The Charter will be reviewed at least on a biennial basis and any amendments to the Charter will be voted on by the CLG and advanced for approval to the EVP. SOM faculty compensation plan approval will follow the policies and procedures of the University and SOM.

## Meetings

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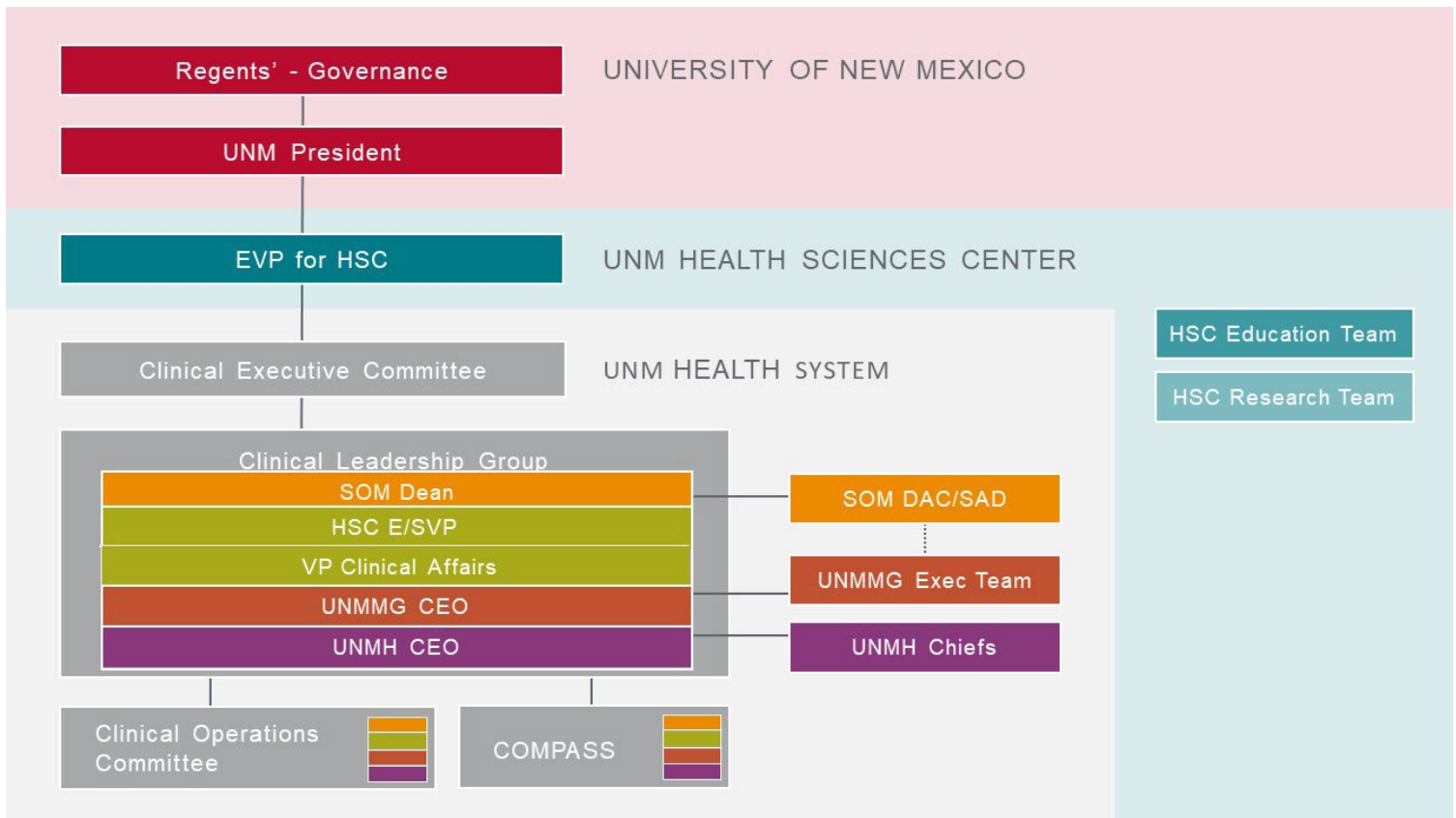
The CLG meets bi-weekly and as needed. CLG recommendations are based on majority vote of the members (4/7). t.

## Membership

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Chair: The HSC EVP will appoint the chair and vice chair. The standing members of the CLG are:

- Dean of the SOM
- Senior Associate Dean for Clinical Affairs of the SOM (SADCA)
- CEO of UNM Hospital
- CMO of UNM Hospital
- VP of Clinical Affairs
- Senior VP for Finance and Administration of the HSC
- CEO of UNM Cancer Center
- CEO of UNM Medical Group
- The Executive Vice President and CEO of the Health System is a non-voting ex-officio member of the CLG.



Additional committees may be added under the CLG as needed.