Brandeis-Maine Addiction Treatment Study

Incentives in Public Addiction Treatment: Testing Design and Enhancing Impact

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Funded by the National Institute on Drug Abuse (NIDA) R01 DA033402

Project Overview Webinar – January 2014
Goals for today

• Introduction
• Describe the Brandeis-Maine Addiction Treatment Study
• Answer your questions
Overall project goals

• Determine how financial incentives to programs and to front-line staff and clinicians affect:
  – Program performance
    • Access, retention, units of service [SAMHS measures]
  – Unintended effects
    • Client mix, treatment intensity, other services provided/referred
  – Client outcomes
    • Substance use, arrests, readmissions to treatment

• Develop a nuanced understanding of how programs and clinicians respond to financial incentives

*All analyses focus on adults
Overview of approach

1. Analysis of SAMHS data
2. Program director interviews
3. Clinician and front-line staff surveys
4. Clinician group incentive (CGI) experiment

Project period: Sept 2012 – Aug 2017

SAMHS and MASAP input invited throughout
1. Data analysis

✓ Work with SAMHS to:

- Obtain TDS data for adult clients in OP/IOP programs
- Obtain SAMHS performance and reward/penalty data for agencies with incentivized contracts ("IC")

Use TDS and SAMHS data to:

- Examine change in access and retention
- Identify other effects of incentivized contract
2. Program director interviews

• Semi-structured, 1 hour, in-person or by phone
• Web-based pre-interview survey, 10-15 minute
  – 3 time points, $50 honorarium for each
    • Directors of IC and non-IC programs this winter
    • Directors of IC programs before and after clinician incentive experiment
• Interview will address:
  – How program has adapted to incentives
  – Organizational and management characteristics
  – Use of innovative practices and quality improvement programs
3. Front-line staff / Clinician surveys

• Brief email/web-based survey
  – Confidential
  – 3 sets of surveys, $10 honorarium per survey
    • All clinicians/front-line staff in IC and non-IC programs
    • All clinicians/front-line staff in IC programs before and after the clinician incentives experiment

• Survey will address:
  – Practice patterns
  – Response to incentives
  – Perception of program organizational characteristics (e.g., degree of team approach within the program)
4. Clinician Group Incentive (CGI) experiment overview

- Test effect of incentives paid directly to clinicians and front-line staff
  - Randomized controlled trial
  - Randomized at the program level – all in a program eligible (or not) for incentives
- Overlaid on existing incentivized contract
- Reward for the same performance measures
  - Rewarded for agency performance, NOT individual performance
- 1 year experiment
4. Clinician Group Incentive (CGI) experiment – Approach

• Develop incentive and payment procedures
• Work with SAMHS and MASAP to maximize program and clinician/staff participation
• Invite all IC programs to participate
  – $200 honorarium to program if agree to be randomized
• Randomize participating programs to receive clinician incentives or not
• Work with programs to identify eligible staff
• Introduce CGI to clinicians/staff in CGI programs
• Ensure confidentiality of clinician/staff participation
Project timeline

- Jan 2013
- Sept 2013
- Sept 2014
- April 2015
- Sept 2015
- Mar 2016
- Sept 2016
- Aug 2017

- Today

- Conduct CGI

- Program director interviews and staff surveys
- IC Data analysis

- Final interviews & surveys

- CGI Data analysis

- Prepare presentations, journal articles, reports
Project team

• Institute for Behavioral Health, Heller School for Social Policy and Management, Brandeis University
  
  **Sharon Reif**, principal investigator  
  **Maureen Stewart**, project director  
  **Maria Torres**, co-investigator  
  **Margot Davis**, co-investigator  
  **Connie Horgan**, co-investigator  
  **Tom McGuire**, co-investigator  
  **Dominic Hodgkin**, co-investigator  
  **Grant Ritter**, statistician  
  **Beth Mohr**, programmer

• Maine Office of Substance Abuse and Mental Health Services (SAMHS)

• Other Collaborators
  – Maine Association of Substance Abuse Programs (MASAP)
  – Brandeis colleagues
Questions?

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also see our website: http://sihp.brandeis.edu/ibh/maine-incentives/index.html