Author’s response to reviews

Title: Impact of Team Configuration and Team Stability on Primary Care Quality

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Dear Dr. Wilson,

Thank you so much for your thoughtful comments and suggestions. In response to your question:

"it looks like the data sources for the study are attributional and so will enable assessment of team size and composition but not optimal configuration. Although you have role designation data you are not collecting any relational data that describe the ties - how these teams actually function. Is this correct?"

Your assessment is correct -- all the data in the study are archival; no survey or active data will be collected for this study. To clarify this, we have added a limitations section in the discussion that reads as follows:

"Limitations

Although the study data allow us to test whether a specific configuration yields better performance on quality scores than other configurations, as well as whether high performing teams seem to have commonalities in how they are configured, we are limited by the available data. Any configural changes (and consequently, changes in performance) occurring at a finer periodicity than the monthly snapshots we are capturing will not be detectable by our methods."
Further, this study relies exclusively on existing, archival data to test its hypotheses. Thus, we have no data on the quality of the actual functioning team, given a specific configuration (for example, two teams with the ideal recommendation could function very differently, depending on the relationships and the mental models formed by the team). We can only hypothesize that observed changes in the stability of a given team could potentially be driven by team-functioning factors. Future studies could employ more traditional social network analysis survey methods to explore this issue more fully.

We hope this addresses your concerns. Should you require any additional clarification, please do not hesitate to contact me. My co-authors and I look forward to continuing to work with you and to see our manuscript in print.

With best regards,

Sylvia J. Hysong, Ph.D.

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