

DEPARTMENT OF INTERNAL MEDICINE  
NEW PROVIDER ORIENTATION  
February 14, 2024

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UNIVERSITY OF IOWA  
CARVER COLLEGE  
OF MEDICINE

University of Iowa Health Care

*Department of Internal Medicine*

# WELCOME TO INTERNAL MEDICINE

**Isabella Grumbach, MD, PhD, FAHA**

Kate Daum Endowed Professor

Interim Chair & DEO

Department of Internal Medicine

# Our Mission

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is to provide superior healthcare and to inspire and educate world-class health care providers and scientists for the people of Iowa and our global community.  
*We are changing medicine and changing lives.*







YOU'VE COMMITTED TO US, LEARN OF OUR COMMITMENT TO YOU!

DEPARTMENT OF INTERNAL MEDICINE





# Who is Internal Medicine?

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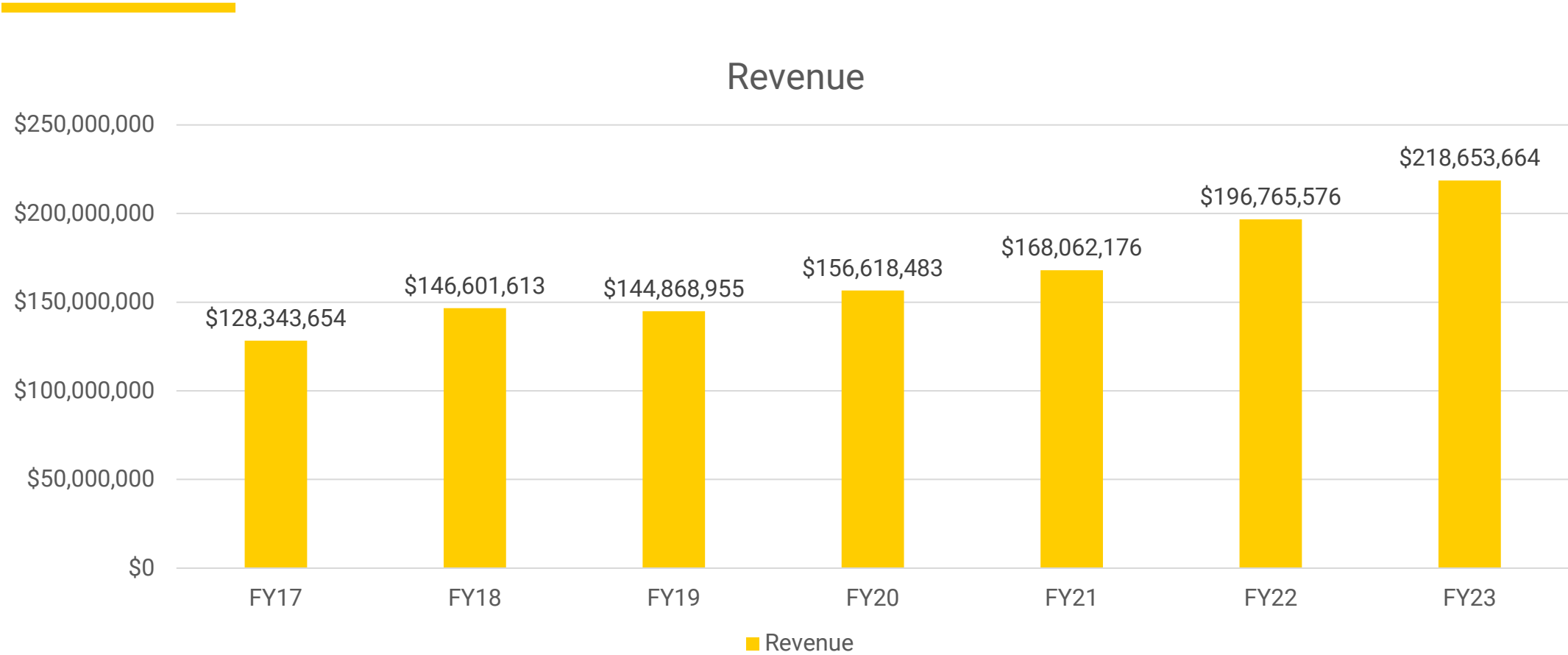
Faculty Count	FY23-24
Primary Faculty	363
Secondary Faculty	42
Emeritus	65
Volunteer	185
<b>TOTAL</b>	<b>655</b>

Non-faculty Count	FY22-23
PA and ARNP	121
Fellow	94
Resident	95
Predoc and Postdoc	54
Admin (HR, Finance, Research Support, division support)	671
<b>TOTAL</b>	<b>1035</b>





# Total Revenue FY17 – FY23



*\*In FY23, the Department received additional data from the VA regarding VA research support*

# RVUs

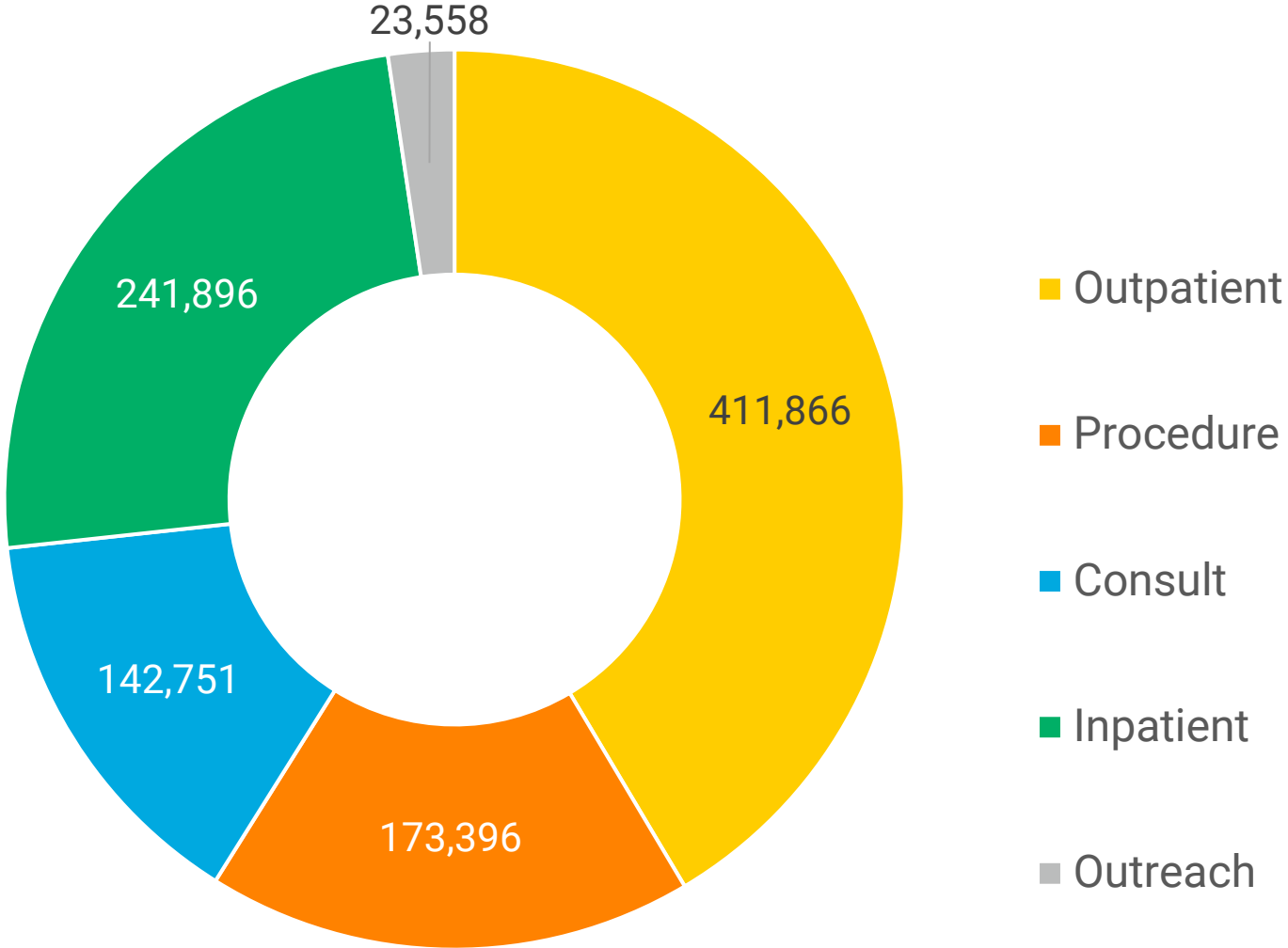
By Division	FY18	FY19	FY20	FY21	FY22	FY23
Hem-Onc & BMT	111,282	113,665	114,786	132,382	151,129	153,093
Gastroenterology-Hepatology	103,103	107,479	107,852	109,752	114,956	122,809
Pulmonary	70,079	73,232	70,245	87,618	95,678	91,793
General Medicine	46,458	44,836	51,024	68,727	77,842	72,301
Nephrology	43,583	46,001	50,340	55,241	57,830	61,623
Endocrinology	30,624	27,704	29,565	40,663	54,351	62,972
Immunology	25,524	27,777	27,144	30,559	34,446	33,770
Infectious Diseases	23,713	26,242	22,987	24,550	29,597	35,460
<b>Internal Medicine Total</b>	<b>454,365</b>	<b>466,936</b>	<b>473,942</b>	<b>549,492</b>	<b>615,829</b>	<b>633,821</b>
HVC – IM Cardiology	157,891	167,609	160,182	175,846	180,106	182,213
Hospitalist-based Programs	141,235	150,381	156,684	177,102	171,886	177,433
<b>TOTAL</b>	<b>753,491</b>	<b>784,925</b>	<b>790,808</b>	<b>902,440</b>	<b>967,821</b>	<b>993,467</b>





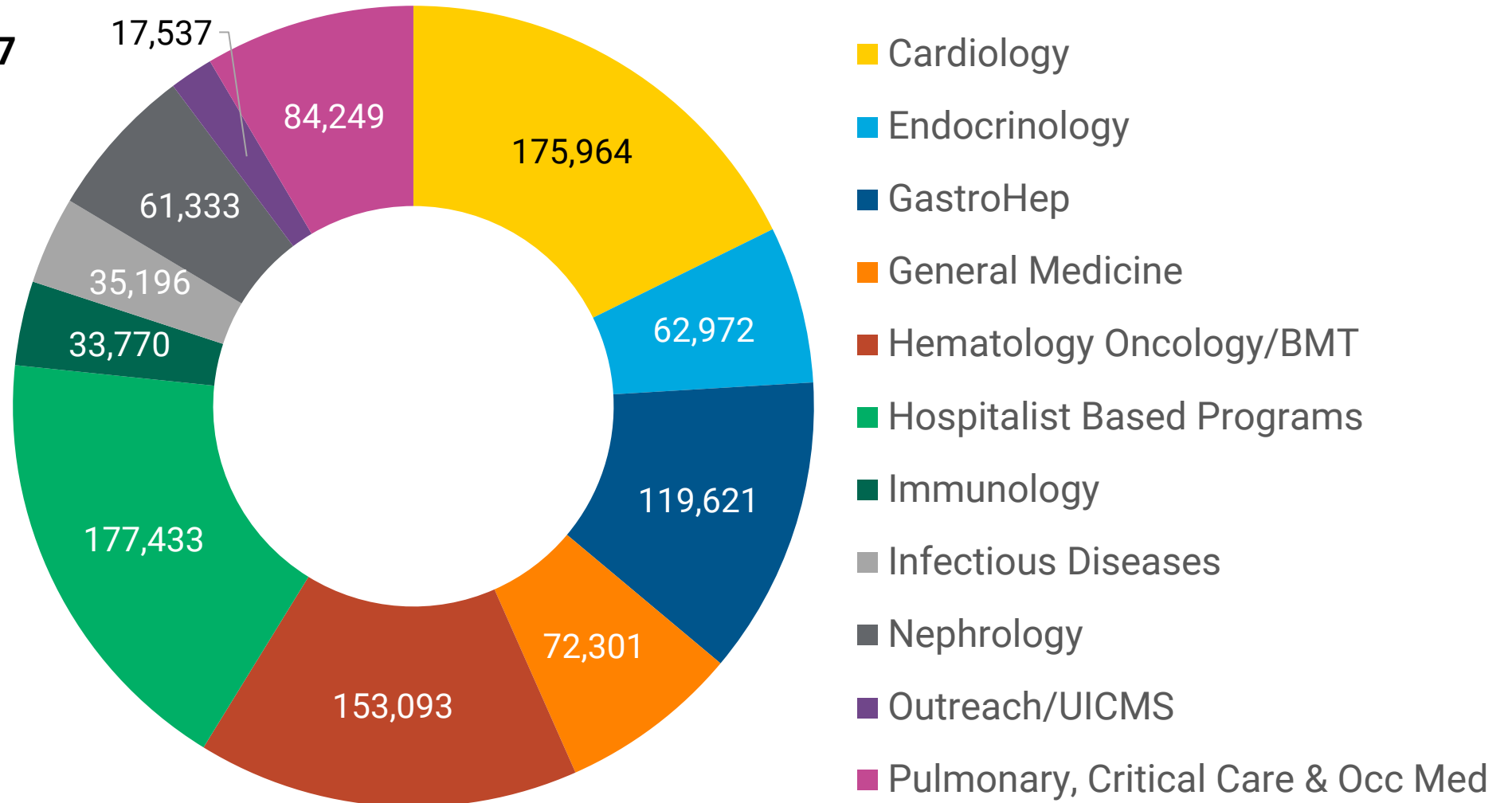
# 2023 RVUs by Activity

**TOTAL: 993,467**



# 2023 RVUs by Division

**TOTAL: 993,467**

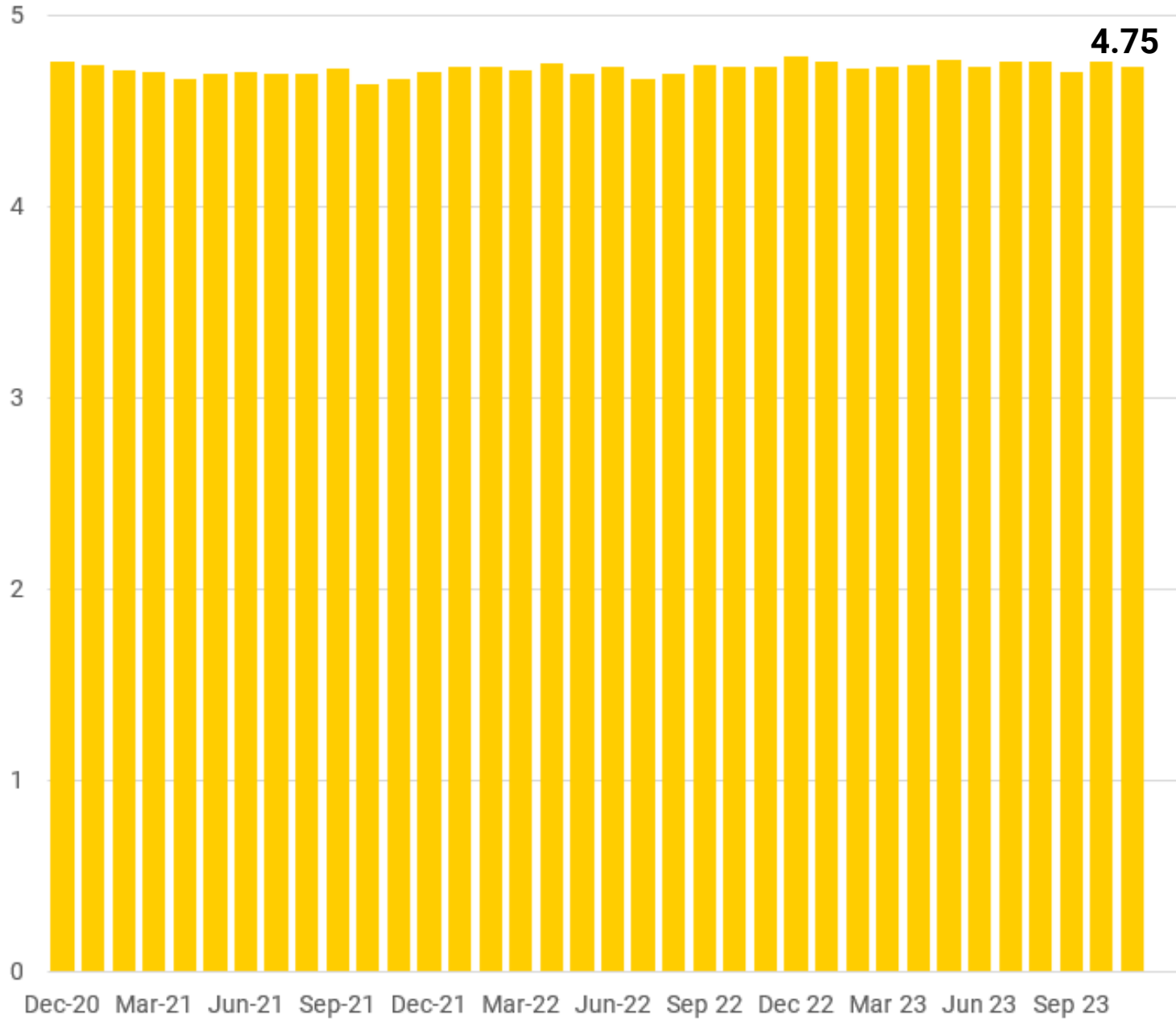




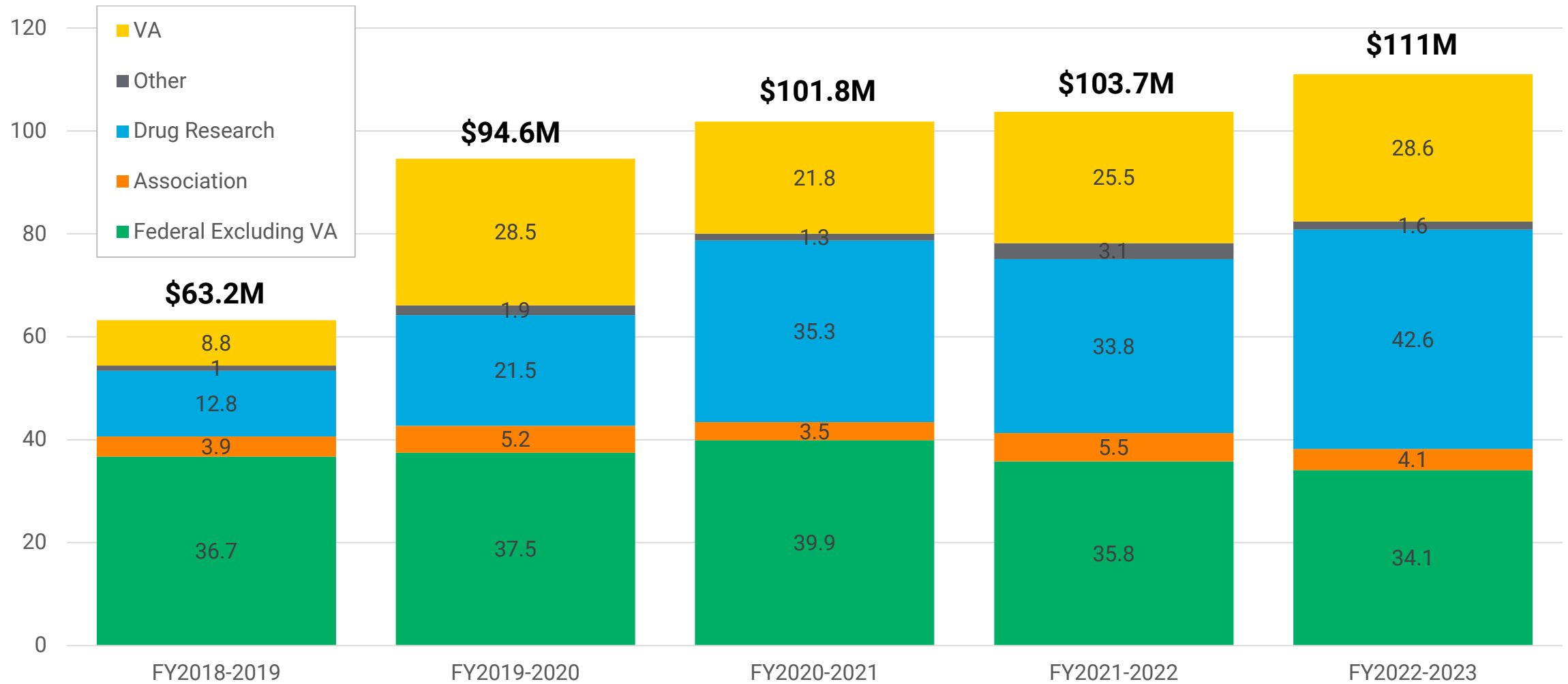


# Quality of Care by Press-Ganey

Press Ganey Star Rating – Care Provider Standard Questions  
Discharge Date 12/31/20-11/30/23



# Extramural Research Funding

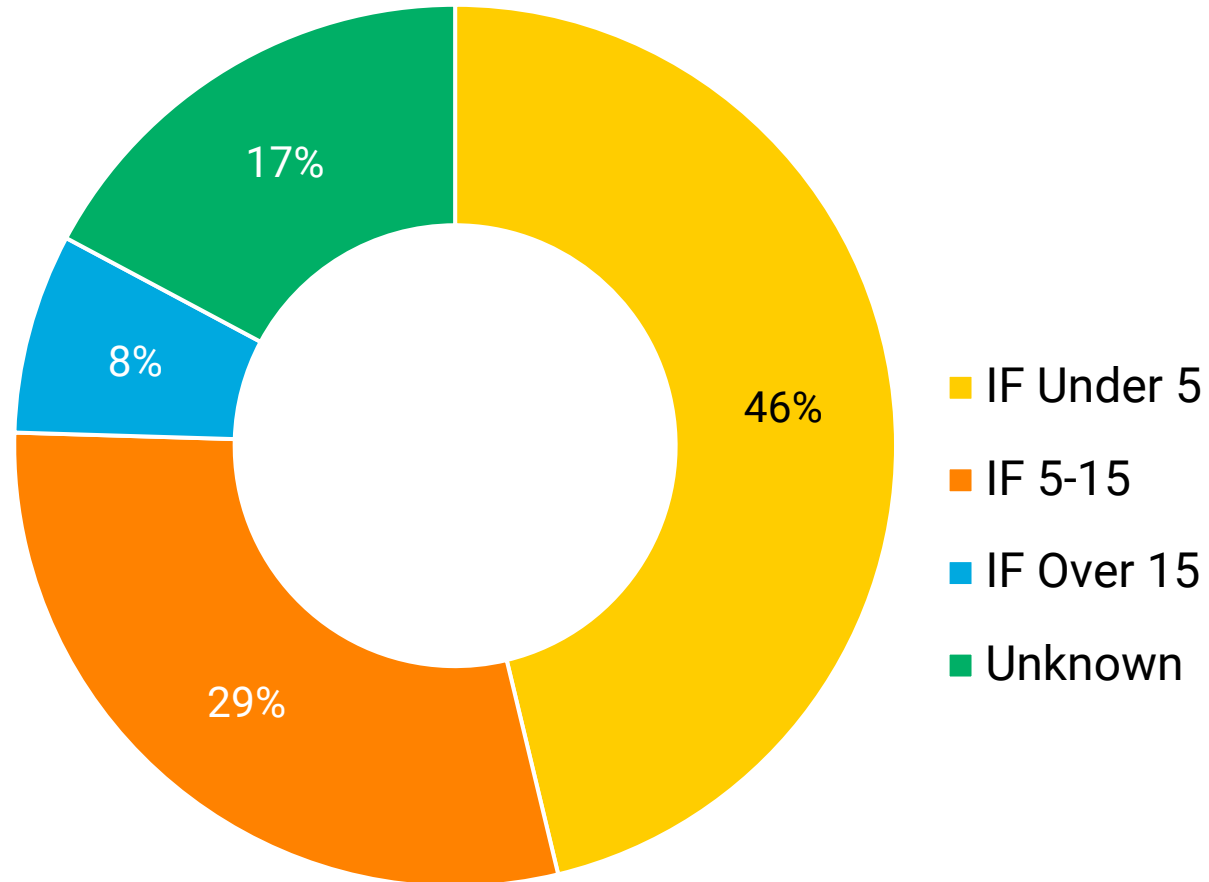






# Publications by Impact Factor

**1,105**  
total publications



Listed in CCoM OrcID database and PubMed

# Residency Program Leadership

## Director

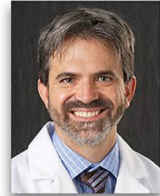


Manish Suneja, MD

## Associate Directors



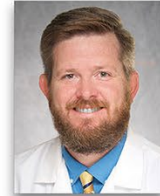
Andy Bryant, MD



Brian Gehlbach, MD



Krista Johnson,  
MD, MME



Justin Smock, MD

## Assistant Director



Jenny Strouse, MD

## Educational Director Safety & Quality



Carly Kuehn, MD, MME

## Mentor VA Safety & Quality



Matt Soitys, MD, MME

## Associate Dean for GME



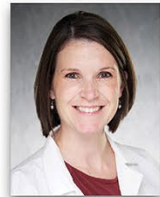
Mark Wilson, MD, MPH

## Director Med-Psych Program



Vicki Kijewski, MD

## Associate Director Med-Psych Program



Andrea Weber, MD, MME

## Director Educational Development



Jane Rowat, MS

## Administrators



Cindy Batzkiel  
Program Administrator



Abbey Gilpin  
Associate Program Administrator



Stacy Sueppel  
Program Coordinator



Denise Floerchinger  
Fellowship Program Administrator

## Chief Residents 2023-24





# Internal Medicine Intern Class 2023-2024



Joe Berei



Aaron Brake



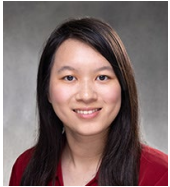
Cameron Brownlee



Stefano Byer



San Chandra



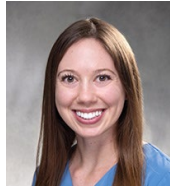
Amanda Chang



Nick Coffey



Donavon Dahmer



Katrina Dovalovsky



Trey Duit



Ryan Emmanuel



Alex Greiner



Mash Haque



Casey Hardin



Marshall Henrie



Kate Holder



Howie Cole



Alp Kahveci



Ryan Kimmis



Amira Kupty



Zachary Lang



Rachel Lee



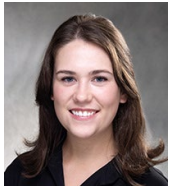
Austin Mallory



Urvashi Mathur



Dylan Miks



Callie Morrison



Megan Napier



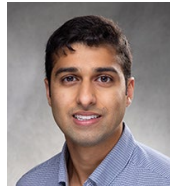
Paige Noble



Adetayo Oladele-Ajose



Cade Plyer



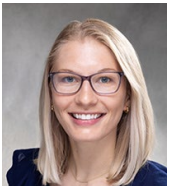
Pranav Puri



Maluki Radford



Zachary Richards



Natalie Ross



Rob Schoeneich



Zachary Skopec



Trisha Slehria



Carlie Sorensen



Katrina Soyangco



Frida Teran-Garza



Quinn Vatland

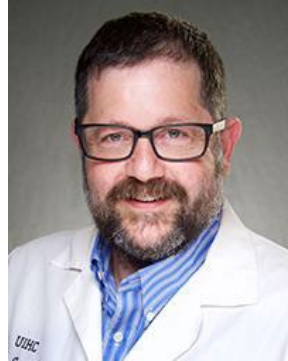
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# Leadership Team



**Kimberly Staffey, MD**  
Vice Chair for Clinical Programs



**Joel Klein, MD**  
Vice Chair for Clinical Strategy



**Jeydith Gutierrez, MD, MPH**  
Vice Chair for Diversity, Equity and Inclusion



**Manish Suneja, MD**  
Vice Chair for Education



**Christie Thomas, MBBS**  
Vice Chair for Faculty Advancement



**Chad Grueter, PhD**  
Vice Chair for Research



**Eli Perencevich, MD, MS**  
Associate Vice Chair for Clinical and Health Services Research



**Bradley Dixon, MD**  
Chief of Medical Services, VAMC



**Mark Yorek, PhD**  
Associate Chief of Staff for Research, VAMC



**Denise Zang, MBA, ACMPE**  
Clinical Department Administrator



# Division Directors



**Benjamin Davis, MD, PhD**  
Interim Director  
Division of Immunology



**Ayotunde Dokun, MD, PhD**  
Endocrinology and  
Metabolism



**David Elliott, MD, PhD**  
Gastroenterology and  
Hepatology



**Kevin Glenn, MD, MS**  
Interim Director, General  
Internal Medicine



**Chou-Long Huang, MD, PhD**  
Nephrology and  
Hypertension



**Barry London, MD, PhD**  
Cardiovascular Medicine



**Mohammed Milhelm, MBBS**  
Hematology, Oncology  
and Blood & Marrow  
Transplantation



**Judy Streit, MD**  
Interim Director  
Infectious Diseases



**David Stoltz, MD, PhD**  
Pulmonary, Critical Care and  
Occupational Medicine

# Preview



**Amy McDonald**  
Senior Business Analyst



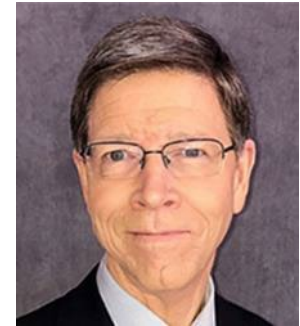
**Manish Suneja**  
Vice Chair for Education  
Director, Internal Medicine  
Residency Program



**Chad Grueter**  
Vice Chair for Research



**Lori Bassler**  
Research Administrative  
Services Director



**Bradley Dixon**  
Chief of Medical Services,  
VAMC



**Kaila Boothroy**  
Human Resources Director



**Jeydith Gutierrez**  
Vice Chair for Diversity,  
Equity and Inclusion



**Trevor Jackson**  
Marketing and  
Communications Manager



**Denise Zang**  
Clinical Department  
Administrator



**Kristin Goedken**  
Associate Clinical  
Department Administrator

# UI HEALTH CARE PHILANTHROPY

*Proud to Support the Department of Internal Medicine*



**Sarah Russett**

Associate Vice President  
Health Sciences  
sarah.russett@foriowa.org  
847.830.4697



**Hayden Bevelacqua**

Associate Director of Development  
Health Sciences  
hayden.bevelacqua@foriowa.org  
319.467.3382



**Scott Smith**

Associate Director of Development  
Health Sciences  
scott.smith@foriowa.org  
319.467.3371



## FY24 Areas of Focus

- Support for junior faculty & postdoc research efforts
- Support for clinical staff
- Grateful Patient & Family referrals and interactions





# We need your feedback

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- New Provider Orientation Evaluation
- Institutional surveys throughout the year

## Internal Medicine Feedback

Please use this form to share feedback (suggestions, comments, questions, comments/questions about the Chair Search, kudos for your colleagues, etc).

Type of feedback: \*

Select from list

Feedback comments: \*

\*\*Items submitted are completely anonymous.\*\*



# THANK YOU

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## Welcome to the Department

→ [medicine.uiowa.edu/internalmedicine](https://medicine.uiowa.edu/internalmedicine)



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# CLINICAL AFFAIRS

**Amy McDonald**

Senior Business Analyst

# Our Mission & Vision

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- We train and recruit the best people
- We have rigor
- We are nimble
- We are innovative
- We are committed to lifelong learning & discovery
- We are diverse in experience and opinion
- We are a respectful & open community
- We contribute to the alleviation of suffering and the cure of human disease

# Acronyms to know

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UIP – University of Iowa Physicians	RVU – Relative Value Unit
IRL – Iowa River Landing	KPI – Key Performance Indicators
ATC – Admission & Transfer Center	PCD – Provider Coding Division (billing & coding)
ICC – Integrated Call Center	IPPE – Initial Provider Practice Review
OPE – Office of Patient Experience	OPPE – Ongoing Provider Practice Review
CORS -- Co-worker Observations Reporting System	FPPE – Focused Provider Practice Review
PARS – Patient Advocacy Reporting System	CDI – Coding Documentation Improvement
PSN – Patient Safety Net	DRG – Diagnosis Related Group
PAC – Patient Access Center	JOC – Joint Office of Compliance



# UIP Policies

## UIP Documentation Policy

- *>10 encounters that are >7 **days** in age including outpatient open encounters (including procedures)/H&P/Discharge summary*
- *Greater than 20% of charges entered (and encounter appropriately closed) beyond 7 calendar days from the date of service for current month AND trailing three months)*
- *Past due status on required compliances via ICON/CQ*

## UIP Physician Clinic Cancellation Policy (bumped clinics)

- *Physician and APP driven cancellations will not be allowed within eight weeks of clinic session*

# Policies

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## Inpatient Diagnosis Related Group (DRG) Query Response

- *CDI nurses*
- *Goal of 100% response rate*
- *Initial queries sent to APPs, Residents or Fellows (if involved). If no response within 48 hours, query is escalated to faculty provider*
- *If resident or fellow disagrees with query, it will be sent to the faculty provider for final review*

# Policies

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## Inpatient Consultations – UIP Policy PC-PCI-05.67

- **All inpatient consults** must be seen the same day as the consult request and the consult attending must evaluate the patient within 24 hours of the request.
- **Urgent Consults** – Must be seen within 4 hours of the request and immediately discussed with the attending physician.
- **Emergent Consults** – Must be seen as soon as possible and no later than within 60 minutes of the request and immediately discussed with the attending physician.

# Clinical Practice Review

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## KPI – Key Performance Indicators

- *Physician/APP Billing Productivity & KPI monthly e-mail notifications from Dr. Doug Van Daele, Executive Director, UIP. This provides you with a view of your RVUs, billed charges, payor mix, payments, patient access, documentation completion, patient satisfaction and more, specific to your individual practice*

## Patient Satisfaction -- Press Ganey (PG) & Hospital Consumer Assessment of Healthcare Providers & Systems (HCHAPS)

- *Surveys are sent out to our patients to receive feedback on their visits and inpatient stays*
- *Provider Communication Workshop*
  - ***Attendance required during your first year***
  - *5-hour physician led educational course followed by one on one coaching sessions*

# Clinical Practice Review

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## ***Relative Value Unit (RVU) Productivity***

- *Individual RVU targets and goals will be provided by your Division*
- *Department compensation plan*

## **Professionalism & Professional Practice Evaluations (IPPE, OPPE, FPPE)**

- *IPPE - The first six months of employment you will be reviewed by another faculty member*
- *OPPE -Every six months following the IPPE period, you will receive an ongoing professional practice evaluation.*
  - *You will receive feedback if necessary*
- *FPPE – If necessary, due to professionalism or performance issues*



# Clinical Practice – Focus Areas

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- Patient-centered care delivery
- Timely access to high quality care for our patients
  - Thorough attention to patient safety
  - Continuous improvement in clinical performance
  - Exceptional patient care outcomes
  - High levels of patient satisfaction
- Documentation of care delivery
  - Timely, accurate, and reflective of severity of illness
- Length of stay/timely discharge/mortality

# Quality & Safety Reporting Systems

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- Co-worker Observations Reporting System (CORS) & Patient Advocacy Reporting System (PARS) – (Point)
- Blind Spots reporting (Point)
- Compliance and Ethical concerns (Point)
- Patient Safety Net (PSN) – Safety incident reporting (Point)
- Office of the Patient Experience (OPE)
- Clinical Quality, Safety and Performance Improvement (CQSPI)
- Sharps Injury and Blood/Body Fluid Exposure (7-8425 – STICK)
- Quality and Safety Reports – examples include, infection prevention, readmissions, patient satisfaction

# Resources

Area	Resource
Departmental Clinical Revenue Cycle Team	Amy McDonald, Kristin Goedken, JT Kosier
Provider Coding Division	Alysa Coppinger, Manager, PCD
Epic Help -- Main Campus	Becca Miner, Informatics Specialist, HCIS
Epic Help – Holden Comprehensive Cancer Center	Julia Freel, Informatics Specialist, HCIS
Epic Help – Digestive Health Center	Leah Kirkendall, Informatics Specialist, HCIS
Epic Help – IRL	Jen Bunning, Informatics Specialist, HCIS
Physician Informatics Officers	Dr. Wendy Fiordellisi
Patient Access Center	Keri Semrau, Director, Neil Christiansen, Assistant Director
HCIS Help Desk	6-0001
The Point, The Loop, and Noon News	Website resources

# Provider Documentation & Coding Leads

Name	Division
Allergy/Immunology	Dr. Ben Davis
Cardiology	Dr. Chris Benson
Endocrinology	Dr. Amie Ogunsakin
Gastroenterology/Hepatology	Dr. Alan Gunderson
General Internal Medicine	Dr. Christina Charis-Donelson
Hematology/Oncology	Dr. Dr. Saima Sharif
Hospitalist Program	Dr. Carly Kuehn
Infectious Disease	Dr. Ben Appenheimer
Nephrology	Dr. Mony Fraer and Dr. Sarat Kuppachi
Pulmonary	Dr. Joel Kline and Dr. Nabeel Hamzeh

# Welcome to Internal Medicine!

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**Kim Staffey, MD, MHCDS, FACC**  
Clinical Vice Chair



**Amy McDonald**  
Senior Business Analyst

<https://medicine.uiowa.edu/internalmedicine/>



# THANK YOU

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# HUMAN RESOURCES

**Kaila Boothroy, BS, SPHR, SHRM-SCP**  
HR Director, Internal Medicine



# Human Resources

Our team strives to provide exceptional operational and strategic HR support while building strong engagement with each employee throughout their journey with us.



**Kaila Boothroy, BS, SPHR,  
SHRM-SCP**  
H.R. Director



**Eileen Fuerstenberg, MA**  
H.R. Specialist



**Barbara Jaeger**  
H.R. Specialist



**Trae Stutzman, BA**  
H.R. Associate



**Michaela Davis, BS**  
H.R. Generalist



**Jack Oller, BBA**  
H.R. Associate

# Who do I contact?

## Kaila Boothroy

- Employee Relations and Performance Management
- Furlough
- Staff Training/ Development and Compensation
- Reward & Recognition
- Performance Reviews
- Reclass/Promotions
- Exit Interviews
- Community Engagement Services Initiatives
- HR Process Improvements
- Develop/Implement HR Protocol/Programs

## Eileen Fuerstenberg

- Faculty Recruitment/ Appointments/ Transactions
- Physician Licensing/Credentialing
- Recredentialing
- Faculty Separation Process

## Barb Jaeger

- Immigration
- Payroll/Reporting/Time Records
- Leave and Disability Protocol/ Accommodations FMLA
- Workers Comp Guidelines
- Student Recruitment/ Appointments/ Onboarding
- APP Licensing and Credentialing

## Trae Stutzman

- Oversight of Compliances due for staff and faculty
- Job Shadowing
- Bloodborne Pathogens Exposure Control
- UI Drivers License Review system
- Assisting with Staff Recruitments
- Minors on Campus
- Lost/Replacement Badge

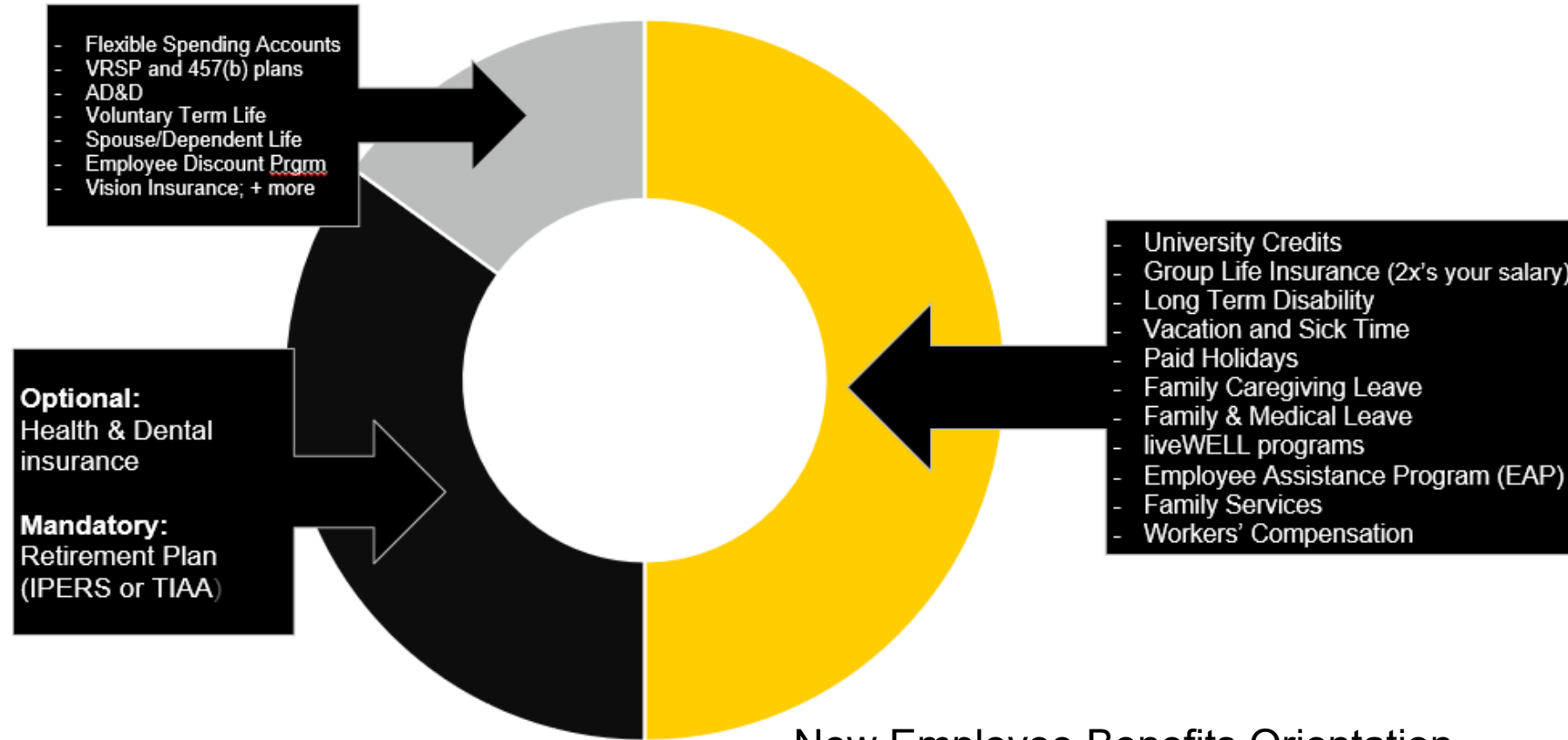
## Michaela Davis

- P&S, Merit and SEIU Recruitment/ Appointments
- Position mapping
- New staff appointments and transactions
- Staff Onboarding
- Postdoctoral Scholars, Research Interns and Temporary Staff
- Volunteer Appointments

## Jack Oller

- Assist with: Faculty Promotions and Reappointments/ Annual Review Process
- Processing Incentive Payments for Faculty
- Assisting with Staff Recruitments
- Staff/Student Separation Checklist
- Lost/Replacement Badge

# Picture of Your Benefit Offerings



■ Benefits that are given to all eligible employees at 100% contribution from the university.

■ Benefits that receive a partial contribution from university. There are optional and mandatory benefits in this category.

■ Voluntary benefits that eligible employees may enroll in and have payroll deduction of premiums. No UI contribution.

New Employee Benefits Orientation

<https://youtu.be/05gvktPczEE>

# Commonly Asked Questions

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- Hiring Process
  - Research assistants, program support, postdoctoral scholars, hourly/volunteer appointments
- Job shadows/observers
- Minors on campus
- ELMS requests and time records
- Leave and Disability Needs
- Worker's Compensation Policy

# Workers' Compensation Policy

**Purpose:** to treat injured employees with dignity and respect while managing the workers' compensation claims

- Needlesticks and/or Human Blood/Body Fluid exposures are treated at: **University Employee Health Clinic**
- All other work injuries/accidents are treated at:  
**UI Occupational Health, 2591 Holiday Rd, Coralville**
- Must complete the First Report of Injury form to HR via the [Employee Self-Service](#) website by searching "Worker's Compensation – First Report of Injury." The injured or ill staff member (or supervisor) should complete the First Report of Injury form within 24 hours. When in doubt, fill it out!
- Riskonnect (UIHC)

[https://thepoint.healthcare.uiowa.edu/sites/Administration/IncidentReporting/\\_layouts/15/start.aspx#/SitePages/Home.aspx](https://thepoint.healthcare.uiowa.edu/sites/Administration/IncidentReporting/_layouts/15/start.aspx#/SitePages/Home.aspx)

<https://opsmanual.uiowa.edu/human-resources/accidents/procedures>







# Wellness Resources – [hr.uiowa.edu/employee-well-being](https://hr.uiowa.edu/employee-well-being)

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## Financial Well-Being

Browse [financial well-being resources](#), or take a closer look at [retirement planning](#), [employee discounts](#), or [flexible spending accounts](#).



## Physical Health

Look to [free health coaching](#) for personalized guidance, or enjoy [subsidized memberships](#) at state-of-the-art recreation facilities.



## Workplace Wellness

Visit the [Well-Being Toolbox](#), win [grant funding](#), nominate [Wellness Heroes](#), [cope with crisis](#) or manage [challenges facing supervisors](#).



## Family & Relationships

Find resources for [child care](#) and [elder care](#), confront [alcohol and substance abuse](#), or get confidential help with [family concerns](#).



## Emotional Support

Talk to us about free, [short-term counseling](#), or find info about [depression and anxiety](#), [stress management](#), or [grief and loss](#).



## Resilience Resources

Learn to [develop skills for self-care](#), adaptability, emotional intelligence, and more, or boost your resilience through [healthy sleep](#).



# Wellness Resources

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- liveWELL at Employee Self-Service| Benefits & Wellness
  - Personal Health Assessment and Coach (Free)
  - Health Coach
  - Mindfulness-Based Stress reduction program
- UI Employee Assistance Program
  - Email : [eaphelp@uiowa.edu](mailto:eaphelp@uiowa.edu)
  - Phone : [319-335-2085](tel:319-335-2085)
- Recreational Services: [recserv.uiowa.edu](http://recserv.uiowa.edu)
  - Multiple Facilities: swimming, lazy river, climbing wall, golf, tennis, intramural sports, download app
- Family Services: child care, lactation facilities, new parents resources

# Confidential Resources

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- **Employee Assistance Program (EAP)**

[eaphelp@uiowa.edu](mailto:eaphelp@uiowa.edu)

Provides confidential, short-term counseling to faculty, staff and their families; consultation for supervisors/managers; information & referral to community resource

- **Office of the Ombudsperson**

[ombudsperson@uiowa.edu](mailto:ombudsperson@uiowa.edu)

A good starting point to learn about official procedures and policies, where you can go to file a complaint, or how you can notify officials of a problem.



# Employee Engagement

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- We want to grow our efforts around engagement!
- Based on **feedback from faculty and staff**, these are the top themes:
  - Recognition
  - Ability to unplug
- Experiences to look forward to:
  - Employee Appreciation Day
  - UI Health Care Week
  - Food Truck Thursdays
  - Pop-up Lounge
  - Recognition Events + Peer Driven Recognition Program

# Employee Appreciation Day



University of Iowa Department of Internal Medicine

17<sup>th</sup> Annual  
Employee Appreciation Day

**SAVE THE DATE!**

Wednesday, June 7, 2023  
Time TBA (noonish)  
MERF Atrium

*In-person buffet lunch!*

The poster features a grid of nine small photographs showing various healthcare workers in clinical settings, some holding appreciation awards or certificates. The background is yellow with a subtle pattern of medical icons.

[Employee Appreciation Day 2023](#)

[Check out the photo booth gallery!](#)

## UI Health Care Week 2023

**Check back for updates as we finalize the schedule of events!**

Because of your dedication to the continued growth and expertise of UI Health Care, we, along with so many other lowans, would like to mark the occasion with a theme that celebrates the work “You & I” do every day.

★ On May 8, we will kick off our week-long celebration of UI Health Care Week. Several activities are in the works to showcase the incredible work we do every day. There will be giveaways, a complimentary meal, surprise guests, discounts, and more. Monitor *The Loop* as we finalize the schedule of activities and events.

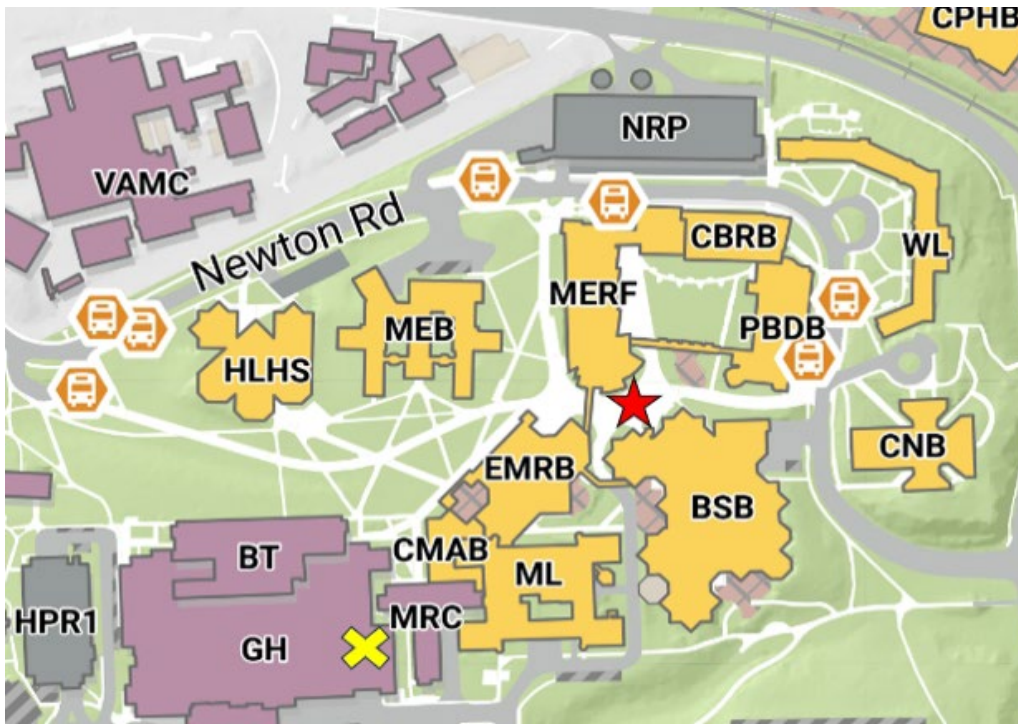
No matter your role, no matter your department, we are stronger when we support each other, and we hope that you'll use this week to thank a colleague for the amazing things we can accomplish when we collaborate.

We look forward to celebrating with you in May!



# Food Truck Thursdays

- Once a week on Thursdays throughout the summer and fall, visit the courtyard between the Medical Education Research Facility and Pappajohn Biomedical Discovery Building where you will find live music and about a dozen food trucks.



# Pop-up Lounge



A place to unplug and enjoy a coffee or snack!



Open to all Int Med



Located in GH SE309



*“My colleague and I made it to the new lounge and really enjoyed our time. It is great to have a place to chat and enjoy coffee and snacks. I truly appreciate the effort by the Department to give back to its employees!”*





# COVID Service Recognition Event

YOU'VE COMMITTED TO US, LEARN OF OUR COMMITMENT TO YOU!

DEPARTMENT OF INTERNAL MEDICINE

# Internal Med Monthly Honor Roll

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- An employee recognition program where team members (providers, staff, etc.) can recognize other team members who are doing great things.
- Each month we receive about two dozen nominations across all our divisions and roles.
- Honorees are featured on the hall monitors and in Making the Rounds.
- Take 2 minutes to nominate your colleague. [HONOR ROLL NOMINATION](#)





# Your feedback matters!

---

- Tell us about your experience
  - Questions, concerns, ideas...
  - Anonymous feedback can be submitted anytime
  - [Internal Medicine Feedback Link](#)



# THANK YOU

## Welcome to the Department

→ [medicine.uiowa.edu/internalmedicine](https://medicine.uiowa.edu/internalmedicine)



DEPARTMENT OF INTERNAL MEDICINE  
NEW PROVIDER ORIENTATION  
February 14, 2024

---

# DIVERSITY, EQUITY, INCLUSION AND BELONGING

**Jeydith Gutierrez, MD, MPH**  
Vice-Chair of Diversity, Equity and Inclusion



UNIVERSITY OF IOWA  
CARVER COLLEGE  
OF MEDICINE

University of Iowa Health Care

*Department of Internal Medicine*



# Overview

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- Diversity, Equity, Inclusion and Belonging
- DEI leaders at the UI/UIHC
- Diversity at UI/ CCOM: Affinity groups
- Health Equity Track for residents
- Institutional policies
- Faculty resources
- Wellness resources
- Questions



# Commitment to Diversity

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- History
  - 1870 → America's first co-ed medical school
  - 1903 → Granted the first M.D. to an African American graduate
  - 1970 → first state-university to officially recognize the Gay, Lesbian, Bisexual, Transgender, & Allied Union (1970)
  - 2012 → UIHC opened the first LGBTQ+ clinic in the state
- Richness of communities, activities, and events
- Look up for our Diversity newsletters



# Excellence *through* Diversity, Equity, and Inclusion

---

## Diversity

Diversity refers to all aspects of human difference, social identities, and social group differences

## Equity

Equity refers to fair and just practices and policies that ensure all campus community members can thrive. Being equitable means acknowledging and addressing structural inequalities

## Inclusion

Inclusion refers to a campus community where all members are and feel respected, have a sense of belonging, and are able to participate and achieve to their potential

## Belonging

Belonging is something that employees themselves feel and results from the organization's inclusive environment. *"being for long"*



# DEI leaders at UI/CCOM

---



**Liz Tovar, PhD**

Executive Officer & Associate  
Vice President, Division of  
Diversity, Equity, and Inclusion



**Katie Imborek, MD**

Interim Associate VP  
for Health Parity  
CCOM / UIHC



**Joyce Goins-Fernandez, PhD**

Interim Associate Dean  
for Health Equity  
CCOM

# DEIB Committee and Division Leads

---

- Dr. Claudia Corwin – Pulmonary
- Dr. Jeydith Gutierrez – GIM
- Dr. Bharat Kumar – Allergy and Immunology
- Dr. Lama Nouredine – Nephrology
- Dr. Katie Robinson – Endocrinology
- Dr. Antonio Sanchez – GI
- Dr. Poorani Sekar – ID
- Dr. Kristine Yumul- Cardiology
- Dr. William Zeitler – Heme/onc



# Affinity groups at the UI and CCOM

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- African American Council and Cultural House
- Latino/a Council and Cultural House
- Asian American Council and Cultural House
- Native American Council and Cultural House
- LGBTQ Cultural House, support groups, the Out Group
- Council on Disabilities
- [Office of international programs](#)



[CCOM Black Faculty council](#)

[UIHC Diversability Employee Resource Group](#)

[CCOM Latinx Faculty council](#)

[UIHC LGBTQ+ Group](#)

**Women In Medicine group in Internal Medicine**

**DEIB committee**

# Distinction in Health Equity Track for IM residents

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- Started in July 2023
- Health equity curriculum
- Community-based clinical experiences
- Capstone project on Health Equity
- Mentorship/ teaching opportunities

# Institutional policies

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- Breast feeding support and policies
- Insurance coverage for same sex couples
- Coverage for medical and surgical gender affirming care
- Mental health coverage
- Weight management clinic
- Policies to support use of preferred name and pronouns
- Gender inclusive restrooms and admission room policies

# Faculty Resources

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## National Center for Faculty Development and Diversity Institutional Membership

## Research DEI Resources/ Opportunities

[Pilot Grant Addressing Health Disparities](#)

[Research Supplements to Promote Diversity in Health-Related Research](#)

## CultureVision™

is the first comprehensive, user- friendly database that gives healthcare professionals access to culturally competent patient care

## University of Iowa Health Care LGBTQ+ OutList

Voluntary and public listing of members of our health care community who identify as LGBTQ+

## Medical Spanish Course

This course is designed for faculty with an intermediate to advanced level of Spanish

[Life in Iowa City | Office of Diversity, Equity and Inclusion \(uiowa.edu\)](#)



# Training opportunities

---

**Culturally Responsive Care training and Conference**

**Responding Effectively to Mistreatment (Bystander to Upstander) Training**

**Sexual Orientation and Gender Identity (SOGI) training**

**Fair Search and Hire Practices Training**

**Responding to Patient-Initiated Identity-Based Harassment**

**Generational Issues in the Workplace**

**Implicit Bias training**

**And more...**

# Welcome to the University of Iowa and the Department of Internal Medicine

---



You may have questions about living in Iowa City, meeting communities you identify with, places of worship or recreational activities. Please do ask, this is a lovely and inclusive community we are delighted to connect you and give you more information.

**Jeydith Gutierrez, MD, MPH**

**[Jeydith-gutierrez@uiowa.edu](mailto:Jeydith-gutierrez@uiowa.edu)**

**Cellphone: 319-389-2333**

# THANK YOU

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## Welcome to the Department

→ [medicine.uiowa.edu/internalmedicine](https://medicine.uiowa.edu/internalmedicine)



DEPARTMENT OF INTERNAL MEDICINE  
NEW PROVIDER ORIENTATION  
February 14, 2024

---



UNIVERSITY OF IOWA  
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OF MEDICINE

University of Iowa Health Care

*Department of Internal Medicine*

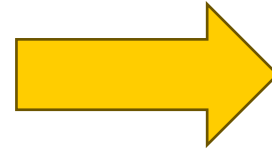
# COMMUNICATING YOUR STORY TO THE WORLD

**Trevor Jackson, MFA**  
Director of Communications

# OSCEs: A Communications Case Study

What happens between these two moments?

Medical School Graduation - May



On the Wards - July





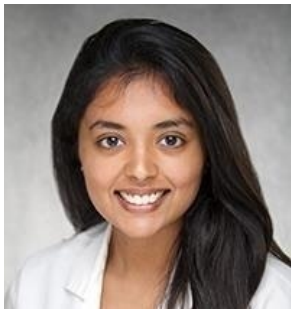
# Objective Structured Clinical Evaluations



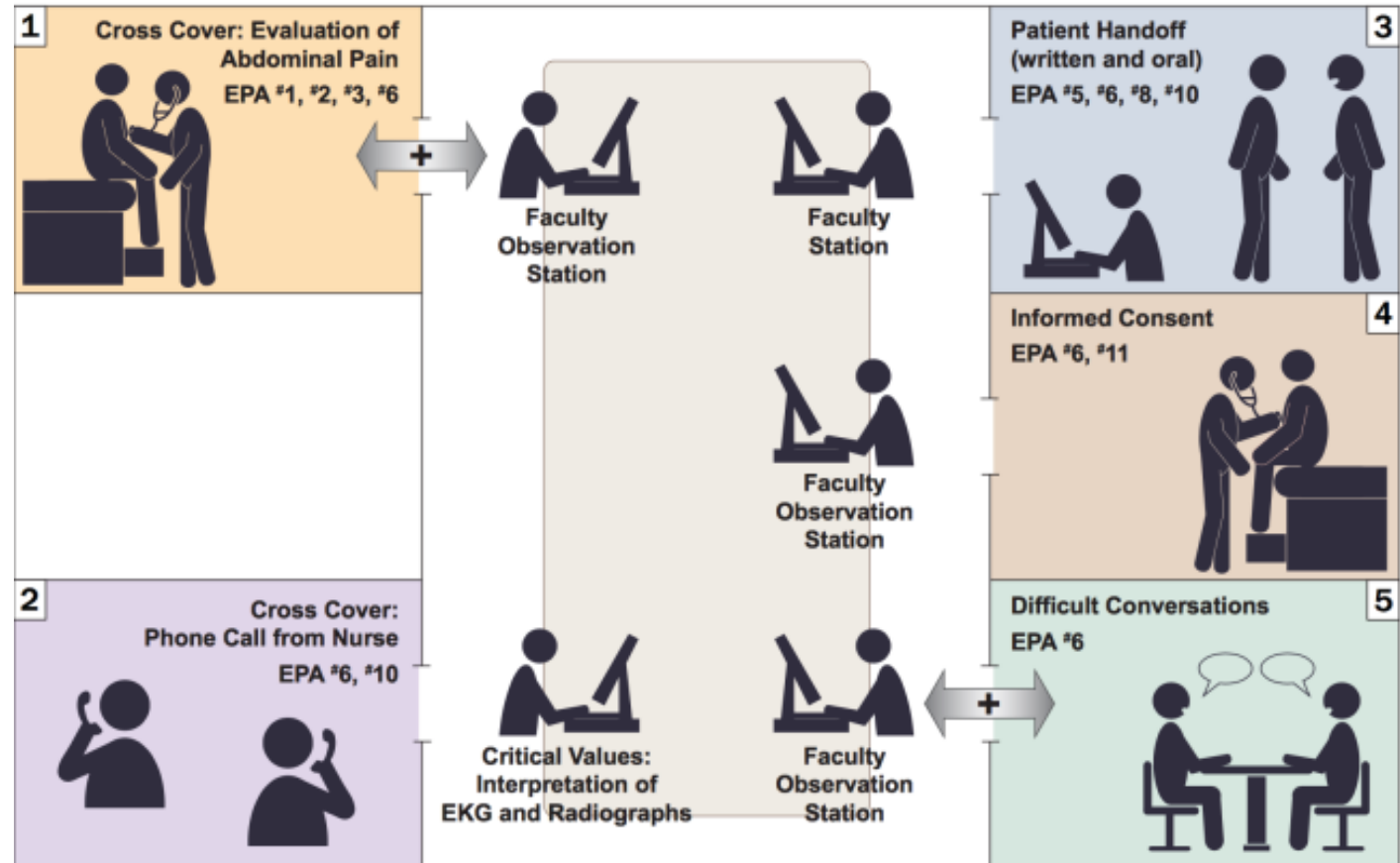
**Manish Suneja, MD,**  
Internal Medicine Residency  
Program Director



**Jane Rowat, MS**  
Curriculum Development



**Sheena Carl-Lee, MD**  
Chief Resident, 2017-18






# Almost eight years later ...




- Pivoting during a Pandemic: Reimagining Intern Orientation EPA-Based OSCE.**  
1 Suneja M, Thoma KD, Franklin E, Rowat J.  
Cite [South Med J. 2023 Mar;116\(3\):312-316. doi: 10.14423/SMJ.0000000000001525.](#)  
PMID: [36863054](#) **Free PMC article.**  
Share For the safety of all of the participants, the Internal Medicine and Family Medicine residency programs pivoted from an in-person **OSCE** to a hybrid model (combination of in-person and virtual encounters) while maintaining the goals of the OSCEs administered in previous year ...
  
- Assessing Entrustable Professional Activities Using an Orientation OSCE: Identifying the Gaps.**  
2 CarlLee S, Rowat J, Suneja M.  
Cite [J Grad Med Educ. 2019 Apr;11\(2\):214-220. doi: 10.4300/JGME-D-18-00601.2.](#)  
PMID: [31024656](#) **Free PMC article.**  
Share METHODS: During orientation, all 33 interns from internal medicine (categorical, preliminary, and medicine-psychiatry) participated in the **OSCE**. Six 20-minute stations evaluated 8 EPAs. Faculty completed a global assessment, and standardized patients completed a communicat ...

# In addition to publications: POSTERS



## REDUCING THE "JULY EFFECT": USING AAMC EPAS TO ENSURE INSTITUTIONAL PATIENT SAFETY

Jane Rowat, MS, Kate duChene Thoma, MD, MME, Debb Szeluga, MD, Ellen Franklin, MBA, MME and Manish Suneja, MD  
Internal Medicine, Family Medicine and Anesthesia Residency Programs/Carver College of Medicine



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### Background

- Institutions have responsibility to ensure that interns are prepared to provide high quality and safe patient care as they begin residency
- AAMC developed Entrustable Professional Activities (EPAs) for 13 core clinical tasks with a primary focus on patient safety at the UME/GME transition
- Internship marks a transition to greater patient care responsibilities that requires interns to possess basic clinical skills and to apply these skills in a new learning environment
- Interns come from different medical schools which place varying levels of emphasis on EPA-based skills
- Gaps have been identified between expectations of program directors and skills of entering interns

### The Challenge

- Patient safety must be maintained while new interns are transitioning to residency
- A dominant assumption has been that trainees are ready for this transition and where gaps exist, layers of supervision will compensate for lack of skill and experience
- Based on available data many residency program leaders believe there is an existence of the "July Effect"
- A better understanding of interns' gaps in core EPA-based skills is essential for developing individualized as well as institution-wide skills curriculum

### The Initiative

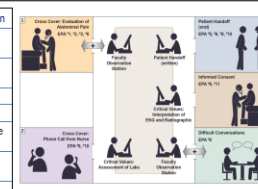
- AAMC EPAs may optimize safe and effective patient care by ensuring that each UME graduate is prepared for core duties as they begin residency
- Early identification and remediation of common skill deficiencies which impact quality patient care and patient safety remain a challenge
- Based on the AAMC EPAs and prior orientation OSCE data, interdepartmental and patient-safety-driven objective structured clinical evaluation (OSCE) assessment with formative feedback is being developed to mitigate the "July Effect"

### Goals

- Develop a standardized approach across multiple specialties (Internal Medicine, Anesthesia and Family Medicine) for assessing each of the chosen AAMC EPAs
- Provide an opportunity for chief residents across multiple disciplines to develop leadership and teaching skills
- Provide for early identification of at-risk interns, leading to development of individualized learning plans
- Guide individual residency programs as well as the institution in the area of curriculum development related to safe patient care
- Inform the institutional GME onboarding process related to safe patient care by identifying the largest gaps in intern EPA performance

### EPA-based OSCE

EPA1	Gather a history and perform a physical examination
EPA2	Prioritize a differential diagnosis following a clinical encounter
EPA3	Recommend and interpret common diagnostic and screening tests
EPA5	Document a clinical encounter in the patient record
EPA6	Provide an oral presentation of a clinical encounter
EPA8	Give or receive a patient handover to transition care responsibility
EPA10	Recognize a patient requiring urgent or emergent care and initiate evaluation and management
EPA11	Obtain informed consent for tests and/or procedures



### Phases of Development and Implementation

Phase	Description
Phase I	Adapt previously used OSCE cases and checklists based on discussions across programs Collaborate with the CCOM Clinical Assessment Program Director on logistics and simulated patient training for multispecialty OSCE <b>Provide multispecialty chief resident development workshop</b> Design and provide Chief Resident-led faculty development for OSCE participants including: • use of station checklists for assessment • delivery of immediate formative feedback to interns
Phase II	Administer OSCE to 56 interns (~40% of all PGY1) in Internal Medicine, Internal Medicine/Psychiatry, Anesthesia, Family Medicine, Family Medicine/Psychiatry and Medicine/Ophthalmology training programs
Phase III	Complete data analysis Prepare individualized intern as well as program data reports to be used for intern advising and for program/curriculum development
Phase IV	Disseminate data to individual residency programs Disseminate data to Graduate Medical Education and hospital leadership regarding gaps in core clinical skills required for safe patient care

### Conclusions

- EPA-based OSCE activity allows interns, Chief Residents and faculty from multiple disciplines to work toward an organized educational endeavor to identify gaps in core clinical skills
- Chief Residents can be involved in a meaningful way to help deliver the EPA-based OSCE
- Just-in-time formative feedback delivered at each OSCE station focuses on intern performance on core EPAs
- Data from this activity will help program leadership develop individualized learning plans for interns during the first six months of residency
- Data allow individual residency programs to develop curriculum directed at common EPA task deficiencies that impact safe patient care
- This model for assessment of core EPAs could be implemented at an institutional level
- Performance gaps identified through the EPA-based OSCE may inform GME and institutional curricular development to ensure safe patient care and may mitigate the "July Effect"

### Chief Resident Workshop

#### CHIEF RESIDENT OSCE WORKSHOP MAY 13, 2019

*Welcome, Introductions and Workshop Goals*

- Provide overview and orientation to the EPA-based OSCE
- Prepare Chief Residents to serve as leaders and facilitators for OSCE stations
- Prepare Chief Residents to train faculty facilitators for role in OSCE
- Provide instruction in use of OSCE checklists
- Discuss skills for delivering effective feedback

*Orientation to the EPA-based OSCE*

*OSCE Station Discussion*

- OSCE logistics
- Orientation to Learning Space
- Specific station orientation with assigned committee member; view station video and complete station checklist; determine process for meeting with faculty evaluators; group discussion including tips for faculty development

*Chief Resident OSCE Role and Responsibilities*

- Prior to, during and following OSCE

*Effective Feedback using S.T.O.P.*

*Workshop Wrap-up*

#### WORKSHOP EVALUATION

	1	2	3	4	5
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The workshop goals were clearly communicated.					
The content was organized in a way that was helpful to my understanding.					
The content was appropriate for my level of education.					
An appropriate amount of material was covered for the time allotted.					
I am familiar with Entrustable Professional Activities (EPAs) prior to the workshop.					
The workshop provided me with a better understanding of the EPAs.					
I am comfortable in completing and OSCE checklists.					
This workshop has prepared me to train faculty facilitators in their role in the OSCE.					
I acquired skills that will help me deliver effective feedback during the OSCE.					
This multispecialty activity will increase collaboration between different departments.					
Provide one "take home" point from the workshop.					
Additional comments:					

#### Reference

Levy, K., Volk, J., Gupta, A., Petrilli, C., Chopra, V. Examining the July Effect: A National Survey of Academic Leaders in Medicine. American Journal of Medicine. 2016; 129:754-1-6.

## Experienced Professionals

- Layout and design
- Branding
- Printing



# Testimonials

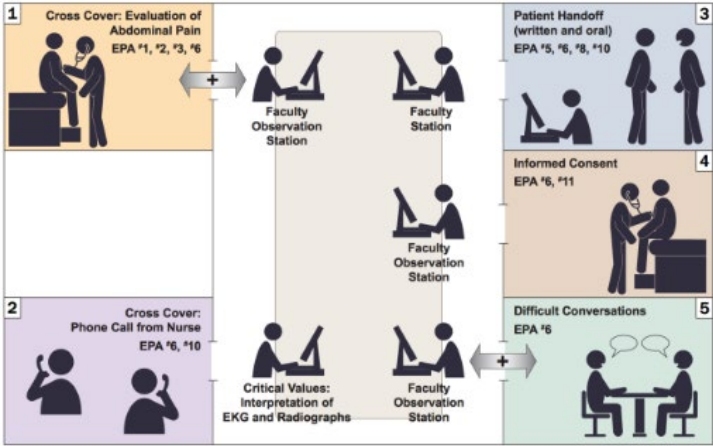
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YOU'VE COMMITTED TO US, LEARN OF OUR COMMITMENT TO YOU!

DEPARTMENT OF INTERNAL MEDICINE

# Communications Team involved throughout



Design & Illustration

Posters & Printing

Digital Media Services

Editing Services ▾



## Welcome to the Design Center

The Design Center provides graphic design, poster printing, professional editing, and services. Our design staff offers a comprehensive array of graphic design and visual and presentation. We provide editing for all types of written materials, with a special and scientific editing. Our digital media services include scripting, filming, editing, and media.



# Text and photography



## MAKING THE ROUNDS

University of Iowa Department of Internal Medicine

Search results for: osce



### Seven years, seven OSCEs

No "seven-year itch" for the Objective Structured Clinical Evaluations (OSCEs), only smooth sailing. Since it was first designed and implemented at Iowa in 2017, the goals of the OSCE have been the same. Two sets of half-day assessments of incoming interns allow residency program leadership the opportunity to establish a



### OSCEs stress the "formative" for learner and faculty alike

Now in its sixth year and its impact on trainees established both locally and nationally, the organizers of our residency program's Objective Structured Clinical Evaluations (OSCE) have begun to think about how the formative assessments can also aid faculty members. "One of



### OSCEs turn five, inspire other programs

Since its first year through last year's virtual version, the Objective Structured Clinical Evaluations (OSCEs) has held to its guiding principle: establish a clear sense of the incoming intern's skill level by

Search...

Categories

- Achievements
- Administration
- Education
- From the Editor
- News
- Patient Care
- Publications
- Research
- Uncategorized
- Views from the Chair



# Who We Are

---

→ [designcenter.uiowa.edu](https://designcenter.uiowa.edu)

- **Teresa Ruggle** – Senior Designer/Art Director, Design Center
- **Ann Armstrong** – Creative Coordinator, Design Center
- **Kris Greiner** – Scientific Editor, Design Center
- **Cory Sheets** – Video Production Specialist, Design Center
- **Lori Strommer** – Technology Services
- **Claire McGranahan** – Associate Editor
- **OPEN** – Production Coordinator, Copy Center
- Student Videographers and Photographers



# **We are storytellers.**

---

**We help you find your story and make sure the right people hear it.**

**Everything HAS a story.**

- Research discoveries, grant proposals, manuscripts
- Clinical breakthroughs, patient/provider profiles
- Innovative education techniques, recruitment material

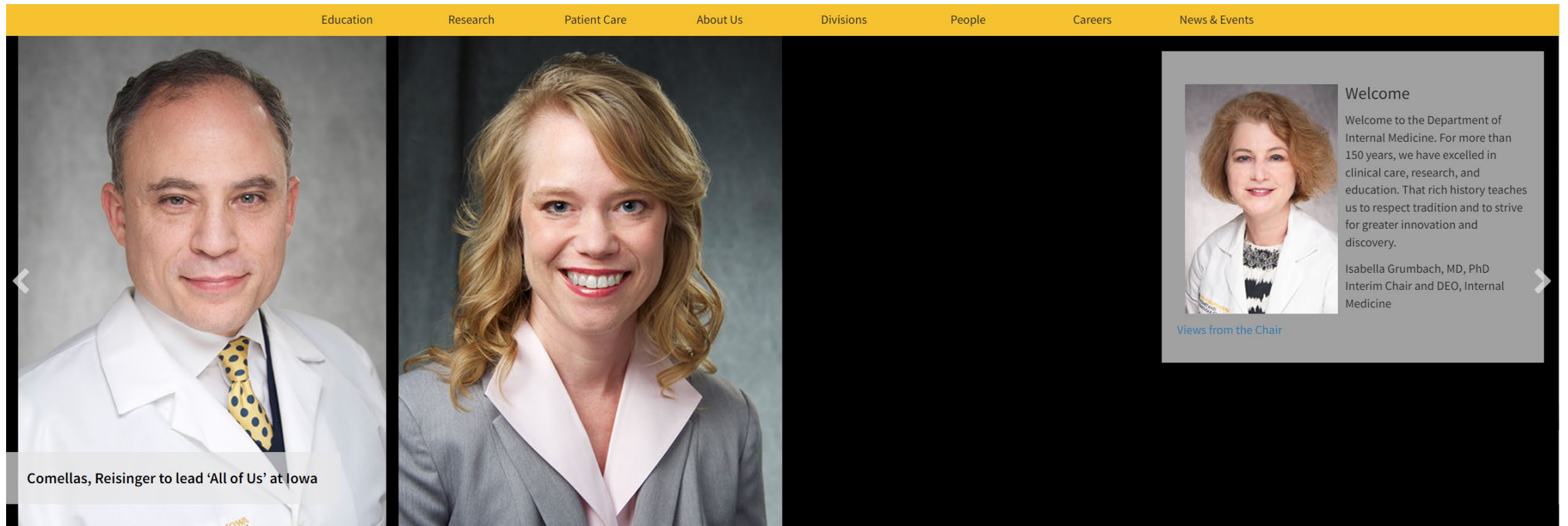
**Every medium. Every platform.**



# Carver College of Medicine

→ [medicine.uiowa.edu/internalmedicine](https://medicine.uiowa.edu/internalmedicine)

Education   Research   Patient Care   About Us   Divisions   People   Careers   News & Events



Comellas, Reisinger to lead 'All of Us' at Iowa

Welcome

Welcome to the Department of Internal Medicine. For more than 150 years, we have excelled in clinical care, research, and education. That rich history teaches us to respect tradition and to strive for greater innovation and discovery.

Isabella Grumbach, MD, PhD  
Interim Chair and DEO, Internal Medicine

[Views from the Chair](#)

YOU'VE COMMITTED TO US, LEARN OF OUR COMMITMENT TO YOU!

DEPARTMENT OF INTERNAL MEDICINE

# Graduate Medical Education

→ [gme.medicine.uiowa.edu](https://gme.medicine.uiowa.edu)

General Internal Medicine  
Department of Internal Medicine

Advanced Heart Failure and Transplant Cardiology  
Department of Internal Medicine

Advanced Lung Disease and Transplantation  
Department of Internal Medicine

Advanced Noninvasive Cardiac Imaging  
Department of Internal Medicine

Allergy/Immunology  
Department of Internal Medicine

Cardiovascular Disease  
Department of Internal Medicine

Clinical Cardiac Electrophysiology  
Department of Internal Medicine

Endocrinology, Diabetes, and Metabolism  
Department of Internal Medicine

Gastroenterology  
Department of Internal Medicine

Hematology and Medical Oncology  
Department of Internal Medicine

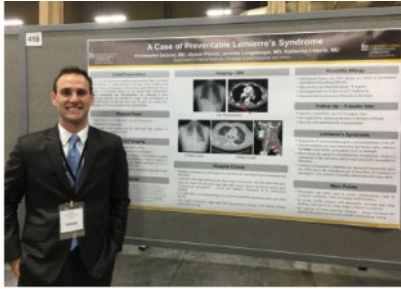
Hospice and Palliative Medicine  
Department of Internal Medicine

Infectious Disease  
Department of Internal Medicine

Interventional Cardiology  
Department of Internal Medicine

Nephrology  
Department of Internal Medicine

Pulmonary Disease and Critical Care Medicine  
Department of Internal Medicine



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DEPARTMENT OF INTERNAL MEDICINE



# Making the Rounds

→ [internalmedicineiowa.org](http://internalmedicineiowa.org)

## MAKING THE ROUNDS

University of Iowa Department of Internal Medicine

### YOU make a Difference

You Make a Difference in  
Internal Medicine

The University of Iowa Health Care  
Making a Difference program is  
designed to recognize individuals

UNIVERSITY OF IOWA DEPARTMENT OF INTERNAL MEDICINE

### New Faculty

New Faculty Additions –  
2022

The Department of Internal  
Medicine is pleased to introduce  
some of the faculty members who  
joined us in July 2022. The group  
below have joined the Division of  
General Internal Medicine; new  
faculty from other divisions will be  
announced in the coming weeks.  
We are happy to welcome them to  
the department. Matthew Becker,  
MD [...]

Department of Internal Medicine

### Grand Rounds

Online presentation:  
Tuberculosis: New  
Approaches to an Ancient  
Disease – April 8, 2021

Internal Medicine's Virtual Grand  
Rounds presentation for Thursday,  
April 8 will be: Tuberculosis: New  
Approaches to an Ancient  
Disease 12:00-1:00pm Thursday,  
April 8, 2021 Robert J. Blount, MD,  
MAS, Assistant Professor, Pulmonary,



Rejected! Now what?

Every author gets rejected. What to  
do with a rejection can be  
challenging. Do you revise or  
immediately resubmit elsewhere?  
The answer depends mostly on  
what sort of reasons you were (or  
were not) given for a rejection.  
Immediate rejection is usually due  
to one of a couple of reasons. The  
first and most common [...]

UNIVERSITY OF IOWA DEPARTMENT OF INTERNAL MEDICINE

### Article of the Week

Transcatheter Valve  
Implantation in a Severely  
Regurgitant Apicoaortic  
Conduit

Article: Transcatheter Valve  
Implantation in a Severely  
Regurgitant Apicoaortic Conduit  
Authors: Phanicharan A Sistla,  
Prashob Porayette, Osamah T  
Aldoss. Sidakoal S Panaich Journal:

# Views from the Chair

→ [internalmedicineiowa.org/category/views-from-the-chair/](https://internalmedicineiowa.org/category/views-from-the-chair/)

Thousands of readers, state-wide, every two weeks



## Our deep bench for clinical research

Pardon the pun in the title, especially since we also have a deep bench when it comes to bench research. But as this new year kicks off and because so much of its focus will be on the coming union with Mercy Iowa City, I wanted to point to an area of the department's strength [...]



## A glance back and forward

Though they are needed all year long, assessments, resolutions, and commitments always belong to the days around New Year's. This kind of reflection is not any more effective in this last week of the year, but beyond the flip of the calendar, perhaps it is the pause, the slowing down that most of us get [...]



## Our new colleagues

On February 1, Mercy Iowa City will become part of University of Iowa Health Care as our new downtown campus, a great opportunity for growth and innovation and a new chapter as we become a comprehensive health care system. Over the last six weeks, we have taken many administrative steps to integrate our new colleagues [...]



## Recruitment efforts bear fruit

Wednesday of this week was Fellowship Match Day and we celebrated with two sets of groups in our department. First, those third-year internal medicine residents who chose to pursue subspecialty training found out where they will be heading next. Congratulations to all of you on the navigation of a nerve-wracking process, all while still completing [...]



# Social Media

← **Internal Medicine at Iowa**  
8,107 Tweets

**Internal Medicine at Iowa**  
@IntMedatIowa

News on and history of University of Iowa Department of Internal Medicine faculty and alumni science and honors, featuring current publications and events.

[internalmedicineiowa.org](http://internalmedicineiowa.org) Joined July 2012

981 Following 2,699 Followers

Followed by E. Dale Abel

← **Isabella Grumbach, MD, PhD**  
173 Tweets

**Isabella Grumbach, MD, PhD**  
@GrumbachLab

Professor, cardiologist/cardio oncologist, mitochondrial function in vascular diseases, cats, arthouse movies, modern art and statement necklaces.

Iowa City Joined October 2015

163 Following 319 Followers

Followed by Internal Medicine at Iowa

← **Iowa IM Chiefs**  
816 posts

**Iowa IM Chiefs**  
@IM\_Iowa Follows you

University of Iowa Hospitals and Clinics Chief Residents in Internal Medicine #IMlowa @intmediatIowa | @iowamed @uihealthcare | @uiowa

Iowa City, IA [imiowa.com](http://imiowa.com) Joined May 2019

549 Following 1,019 Followers

Followed by Univ of Iowa Gastroenterology Fellowship Program, University of Iowa

**Internal Medicine at Iowa**  
@Iowamedicine - Internist (Internal Medicine)

**University of Iowa PCCM Fellowship**  
115 Tweets

**Iowa Med Psych**  
251 Tweets

**University of Iowa Nephrology**  
53 Tweets



# Design Center



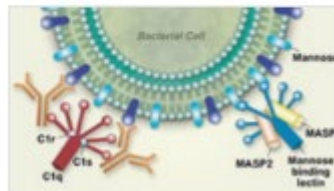
80 combined  
years' experience



## Welcome to the Design Center

The Design Center provides campus-wide graphic design, poster printing, and text editing. Our design staff offers a comprehensive array of graphic design and visuals for print, web, and presentation. Our editing service provides professional editing services for all types of written materials, with a specialty in technical and scientific editing. With a combined 75 years of experience, we can assist in all stages of your project, from concept to completion.

Click to [submit a job request](#), or learn more about our services below:



### Design & Illustration

Complex illustrations, annual reports, posters, booklets, brochures, patient materials, newsletters, and more



### Posters & Printing

Large format printing (conference posters, banners, signs); photo printing



### Digital Media Services

Video, live streaming, podcasts, audio production, and more



### Editing Services

Manuscripts, grants, abstracts, correspondence, web text, patient materials

# And video



Internal Medicine at Iowa @IntMedatIowa · 2h

El intérprete Adrián Silva dice que ha visto el daño que el #COVID19 puede causar tanto a un paciente como a sus familias. "Para todos los que son importantes para usted, vacúnese." @uihealthcare #COVIDVaccines #NotGonnaMissMyShot



# Working Together

---



## Keep us informed

grant wins  
publications  
media requests



## Keep us busy

presentations  
brochures  
illustrations  
interviews



## Like and share

your content  
our content



## Consider

starting your own  
account

# THANK YOU

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## Welcome to the Department

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DEPARTMENT OF INTERNAL MEDICINE  
NEW PROVIDER ORIENTATION  
February 14, 2024

---



UNIVERSITY OF IOWA  
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OF MEDICINE

University of Iowa Health Care

*Department of Internal Medicine*

# DEPARTMENT ADMINISTRATION

**Denise Zang, MBA, FACMPE**

Clinical Department Administrator

**Kristin Goedken, MBA**

Associate Clinical Department Administrator

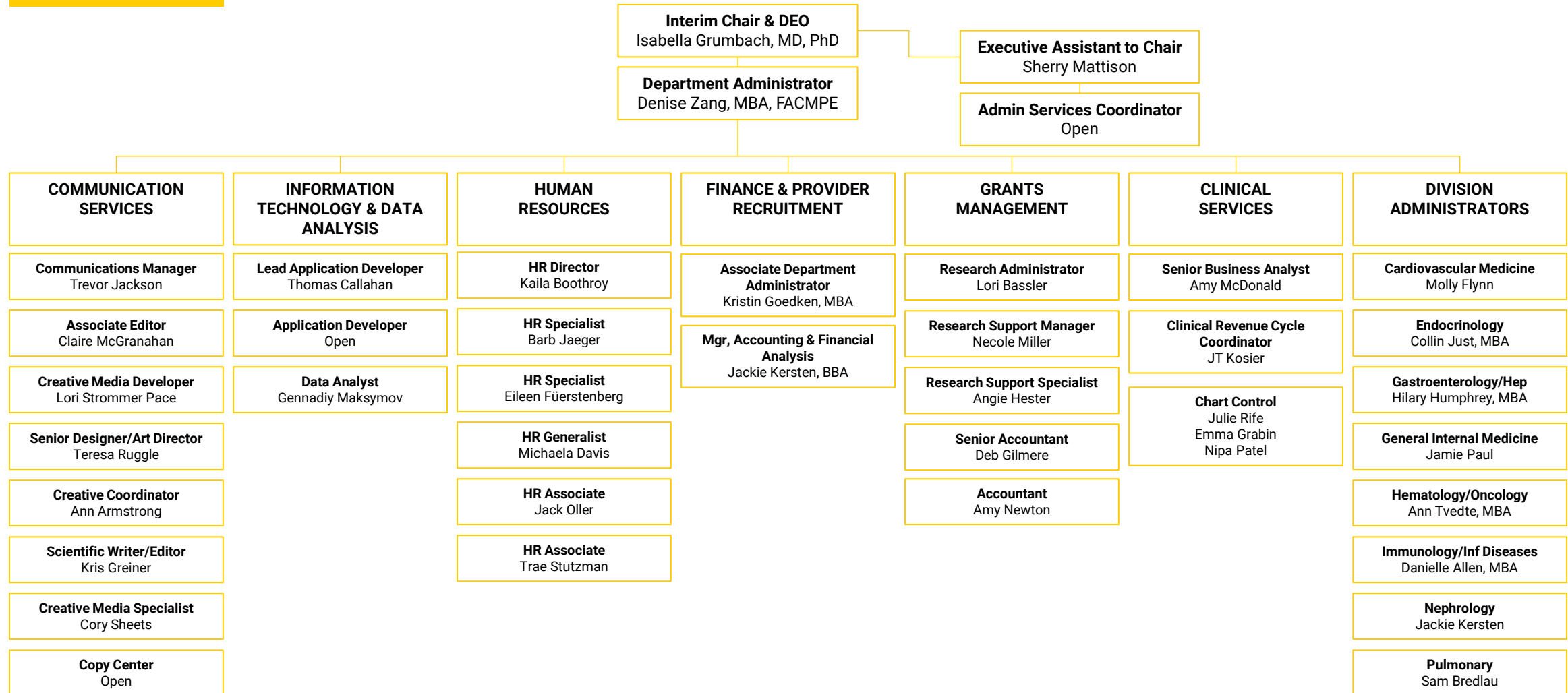
# Topics

---

- Internal Medicine Administrative Team
- Application Development/Database Group
  - Reporting functionality
- Internal Medicine Division Administrators
- Internal Medicine Compensation Plan
- Feedback



# Administrative Team



# Faces in Administration



**Lori Bassler**  
Director, Research  
Administration &  
Finance Operations



**Kaila Boothroy**  
Human Resources  
Director



**Thomas Callahan**  
Senior Application  
Developer



**Michaela Davis**  
Human Resources  
Generalist



**Eileen Furestenberg**  
Human Resources  
Specialist



**Kristin Goedken**  
Associate Clinical  
Department  
Administrator



**Barb Jaeger**  
Human Resources  
Specialist



**Trevor Jackson**  
Director of  
Communications



**Jackie Kersten**  
Senior Financial  
Analysis



**Amy McDonald**  
Senior Business  
Analyst



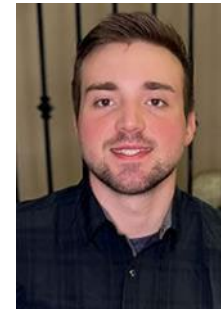
**Gennadiy Maksymov**  
Data Analyst



**Sherry Mattison**  
Executive Assistant  
to the Chair



**Jack Oller**  
Human Resources  
Associate



**Trae Stutzman**  
Human Resources  
Associate



**Denise Zang**  
Clinical Department  
Administrator

# Application Development/Database Team

---

Quick solutions and/or long-term data needs



Oracle based technology & availability of other tools



Data manipulation, entry, & presentation



Thomas Callahan & Gennadiy “Henry” Maksymov  
[IntMed-OracleHelp@uiowa.edu](mailto:IntMed-OracleHelp@uiowa.edu) or 319-356-7162

# Ask IM Reporting

---

Grant Profile

Physician  
Compensation  
Statement


Clinical  
Productivity

Faculty Profile

Annual Review  
Form

Schedule  
Reporting

# Physician Compensation Statement

	<b>Name</b>	
	Rank (UIP)	
	Division (DIV)	
As of December 2023		
My Clinical Effort (Apr 1, 2023 - Mar 31, 2024)	50%	My Current Total UI Salary \$200,000
<i>My Current Year Clinical Productivity</i>		
RVUs billed (April 1, 2023 - December 31, 2023)	1,789	
RVUs I need to bill between April 1, 2023 - March 31, 2024 to maintain my current base salary for the next fiscal year*	1,951	
* RVU productivity exceeding the level required to maintain current base salary may result in salary increase on July 1, 2024		
My April 1, 2022 - March 31, 2023 RVUs billed	2,262	
<i>FY24 Salary Allocation</i>		
<b>Mission</b>	<b>Base Salary</b>	
UI Clinical Services (Main Campus, IRL, Outreach, Contracted Services, dept support for academic contributions)	\$200,000	
Research	\$0	
Administrative Roles	\$0	
Educational Roles	\$0	
Education (small group teaching, lectures) paid hourly	\$1,200	
<i>UI Base Salary</i>	<i>\$198,880</i>	
<b>Total UI Annual Salary Before Incentive</b>	<b>\$198,800</b>	

- Up-to-date snapshot of individual UI salary and clinical productivity
- Updated monthly and available for easy access through AskIM
- DA is available for inquiries

# Division Administrators



**Molly Flynn**  
Cardiovascular Medicine



**Collin Just**  
Endocrinology and Metabolism



**Hilary Humphrey**  
Gastroenterology and Hepatology



**Jamie Paul**  
General Internal Medicine



**Ann Tvedte**  
Hematology, Oncology and Blood &  
Marrow Transplantation



**Danielle Allen**  
Immunology  
Infectious Diseases (interim)



**Jackie Kersten**  
Nephrology



**Sam Bredlau**  
Pulmonary, Critical Care, and  
Occupational Medicine

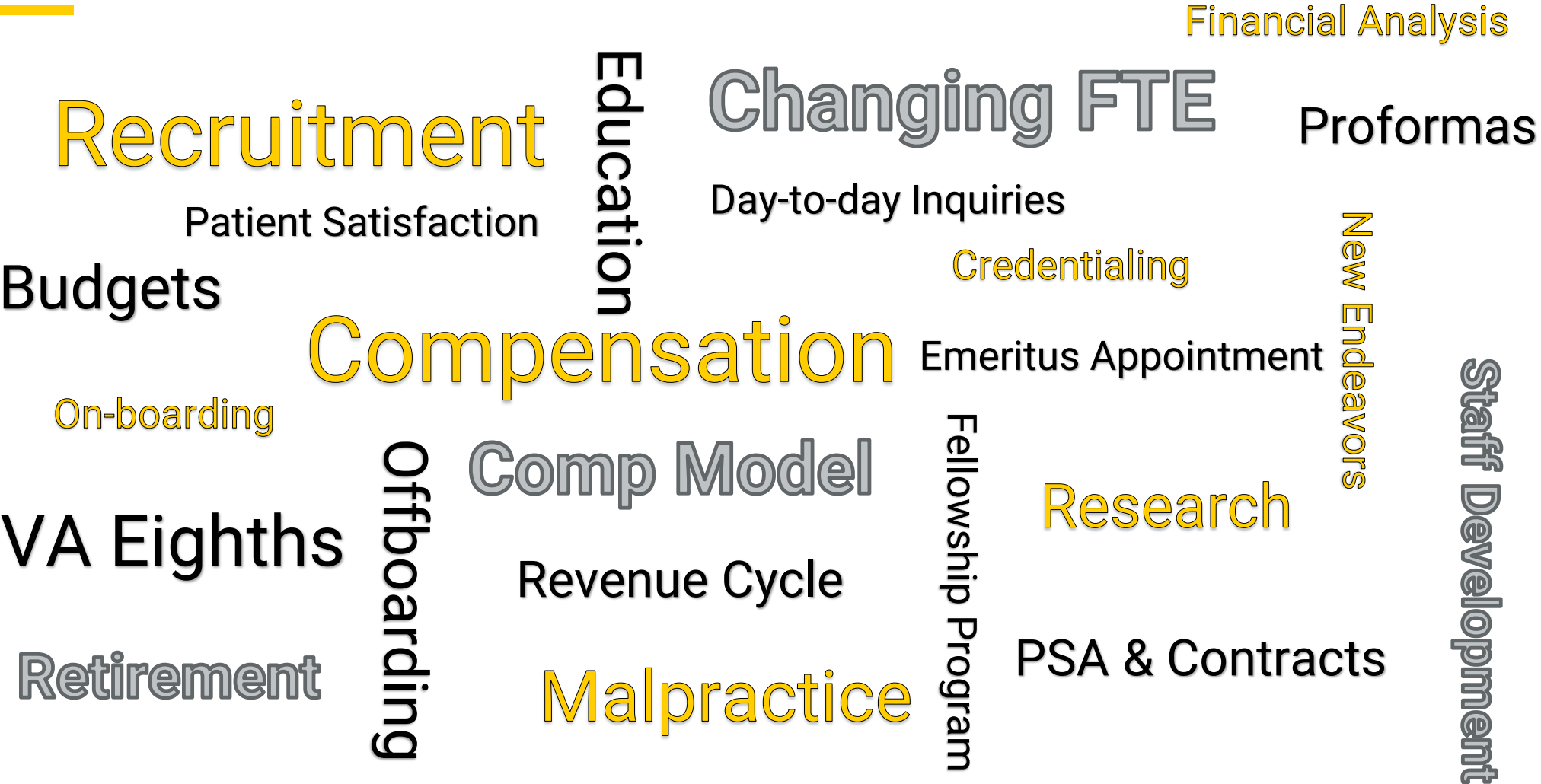


**Greg Hamilton**  
Supportive and Palliative Care  
Hospitalist Program



# Division Administrators

Clinical Assignments



A word cloud of administrative tasks. The words are arranged in various sizes and orientations. The largest words are 'Recruitment', 'Compensation', and 'Changing FTE'. Other prominent words include 'Budgets', 'Education', 'Research', 'Malpractice', 'VA Eighthths', 'Offboarding', 'Retirement', 'Revenue Cycle', 'Fellowship Program', 'PSA & Contracts', 'New Endeavors', 'Staff Development', 'Proformas', 'Financial Analysis', 'Patient Satisfaction', 'Day-to-day Inquiries', 'Credentiaing', 'Emeritus Appointment', 'On-boarding', 'Comp Model', and 'Revenue Cycle'.

Recruitment

Compensation

Changing FTE

Budgets

Education

Research

VA Eighthths

Offboarding

Retirement

Revenue Cycle

Fellowship Program

PSA & Contracts

New Endeavors

Staff Development

Proformas

Financial Analysis

Patient Satisfaction

Day-to-day Inquiries

Credentiaing

Emeritus Appointment

On-boarding

Comp Model

# JI HEALTH CARE PHILANTHROPY

**IOWA**

Center for  
Advancement

*Proud to Support the Department of Internal Medicine*



**HAYDEN BEVELACQUA**

Associate Director of Development  
Health Sciences

Hayden.Bevelacqua@foriowa.org

319.467.3808



**SCOTT SMITH**

Associate Director of Development  
Health Sciences

Scott.Smith@foriowa.org

319.467.3371

## FY24 Areas of Focus

- Support for junior faculty & postdoc research efforts
- Support for clinical staff
- Grateful Patient & Family referrals and interactions

# Philanthropic activities in 2023

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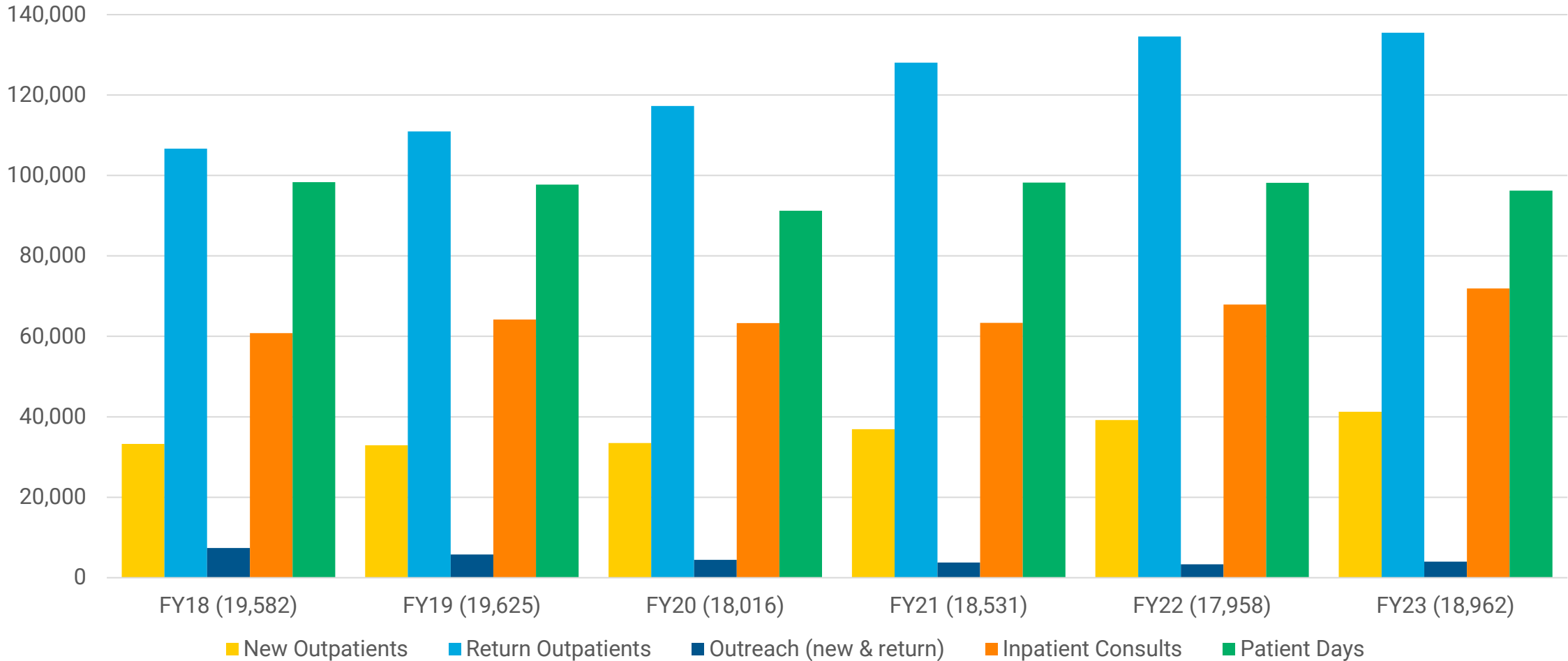
- **Grateful patient workshop**
- **Support received in 2023**
  - **\$828,120** estate gift in support of cardiovascular research – Darrell Loan
  - **\$100,000** in support of HVC and Research – Albaghdadi Family
  - **\$60,000** in support of liver disease research – Karen Gaddis
  - **\$50,000** in support of faculty support in cardiology – David Kehoe

## **Total Productivity:**

FY23: \$7.1 million

FY22: \$7.3 million

# Clinical Census



# FY24 Faculty Compensation Plan

---

- Transparent and equitable
- Consistent Effort Standards
- Faculty can drive their own compensation
- Rank-based Baseline Compensation for every faculty in CCOM
- Recognizes achievements in Clinic, Research and Education
- Rewards highly productive individuals AND teams

# Institutional Faculty Compensation Framework





# Productivity explained

- Clinical wRVUs
  - Inpatient, Outpatient, Outreach
- Research Effort
- Education
  - Small Group, Grand Rounds
- Leadership/Administration
- VA
- Outside Contracts/PSA

Example 1.0 FTE	
	FTE
cFTE	0.5
rFTE	0.10
eFTE	0.05
aFTE	0.2
VA	0.125
PSA/Other	0.025



# We need your feedback

---

- New Provider Orientation Evaluation
- Institutional and Department surveys throughout the year

# THANK YOU

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## Welcome to the Department

→ [medicine.uiowa.edu/internalmedicine](https://medicine.uiowa.edu/internalmedicine)





UNIVERSITY OF IOWA  
CARVER COLLEGE  
OF MEDICINE

University of Iowa Health Care

*Department of Internal Medicine*

# We want your feedback!



DEPARTMENT OF INTERNAL MEDICINE  
NEW PROVIDER ORIENTATION  
February 14, 2024

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UNIVERSITY OF IOWA  
CARVER COLLEGE  
OF MEDICINE

University of Iowa Health Care

*Department of Internal Medicine*

# EDUCATION

**Manish Suneja, MD, FACP, FASN**  
Vice Chair for Education  
Director, Residency Program  
Clinical Professor - Nephrology

# Medical Student Education

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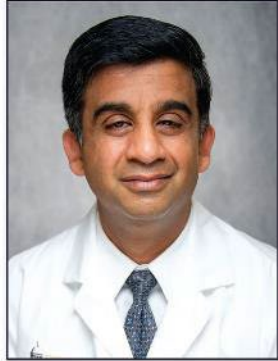
YOU'VE COMMITTED TO US, LEARN OF OUR COMMITMENT TO YOU!

DEPARTMENT OF INTERNAL MEDICINE



# Undergraduate Medical Education Leadership

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**Manish Suneja, MD**  
Vice Chair for Education



**Jane Rowat, MS**  
Educational Development Director



**Kathleen Steenlage**  
Medical Student Education Coordinator



**Milena Gebaska, MD, PhD, MME**  
Subinternship Director



**Lisa Antes, MD**  
Clerkship Co-Director



**Lee Sanders, MD, PhD**  
Clerkship Co-Director

# Medical Student Education: Core Clerkship

## Combined IM Clerkship: 10 weeks

### Organ-based Core Topics

- **Renal/electrolytes:** Chronic kidney disease, Acute kidney injury, Electrolytes (potassium and sodium)
- **Cardiology:** Acute coronary syndrome, Congestive heart failure, Hypertension
- **Pulmonary:** Chronic obstructive pulmonary disease, Venous thromboembolic disorders, Pneumonia
- **Hematology:** Anemia
- **Endocrine:** Diabetes, Dyslipidemia
- **Gastrointestinal:** Gastrointestinal bleeding, Liver disease, Pancreatitis, Gastroesophageal reflux disease
- **Rheumatologic disease:** Common joint pain (knee pain)
- **Infectious:** Skin and soft tissue infection, Urinary tract infection, Upper respiratory infection, nosocomial infections

### Health Promotion and Wellness

- Obesity
- Substance use
- Cancer screening (colon, breast, lung, prostate)

### Clinical Skills

- Intravenous fluid management
- Abdominal X-ray interpretation
- Chest X-ray interpretation
- EKG interpretation
- Acid-base interpretation

### Physical Exam

- Cardiac exam
- Pulmonary exam
- HEENT exam

### Clinical Reasoning (symptom-based approach)

- Abdominal pain
- Altered mental status
- Chest pain
- Dyspnea and cough
- Fever
- Fatigue
- Syncope
- Diarrhea
- Low back pain

### Clinical Pharmacology

- Anticoagulation
- Antibiotics management
- Pain management

### Advanced Communication Skills

- Goals of care
- Disparities and equity
- Shared decision making

# Medical Student education: Faculty Expectation

---

- Review your personal expectations with the student on the first day.
- Role model Communication skills and Physical Exam
- Cultivate a learning climate that encourages questions and discussion.
- Spend time each day reviewing a learning topic with the student.
- Give feedback to the student on written and oral presentations
- Assist in the completion of the Direct Clinical Observation Encounters required for each student on the clerkship.
- Complete online clinical evaluation for the student at the end of your time together.

*Please read through the Mistreatment Policy and the Clerkship Goals & Objectives.*

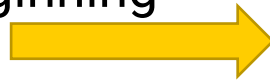
# Opportunities:

---

- Small group teaching
- Medical student clerkship workshops: **Wednesday afternoon**
- CCOM course directors: (CAPS/MAS/MOHD)
- Developing new 4th year elective: Ex: Transition to GME (Matt Soltys)
- Get involved with faculty development in the department/college

# Medical Student Education: Pre-clinical (M1/M2)

- M1 and M2 (First three semesters)
  - Email to all faculty from me at the beginning of each semester
- Variety of pre-clinical experiences.
- Expectation from faculty member: At least **10 hours of small group education hours**.
- Activities include:
  - Small group facilitation
  - Students in clinic (ECE)
- Organized and monitored by **Vice Chair of Education and Amy McDonald**



**INTERNAL MEDICINE EDUCATION CENTER**  
EDUCATION  
PATIENT CARE  
RESEARCH  
THE UNIVERSITY OF IOWA  
ROY J. AND LUCILLE A. CARTER COLLEGE OF MEDICINE

## Request for small group teaching

To: All Internal Medicine Faculty

Colleagues:

Thank you to the faculty who have already signed up for the small group teaching assignments. While a few activities have filled, there are still **teaching opportunities available!**

Please find attached a updated **course catalog** giving descriptions of the small group teaching opportunities (**For M1s and M2s**) as well as an updated **chart** (shows the days/time in the week when the small groups are offered.) This **chart** outlines which days of the week certain teaching activities occur for your reference: **sessions grayed out have already filled**. This should help you quickly determine what activities fit your schedule. The database should have all the faculty prepopulated, which will facilitate the process.

**Following activities specifically need facilitators (see catalog and available teaching opportunities)**

- Patient Based Clinical Reasoning (M2/PA2 FALL activity on Monday and Wednesday afternoons)
- Professional Communication Skills (M1/PA1 FALL activity on Monday afternoon (1 slot for substitute); Wednesday afternoon (5 slots; 2 substitutes)
- MAS Small Group (MSG) III (M2/PA2 FALL) on Thursday mornings
- Interprofessional Education II and III (see catalog),
- Early Clinical Experiences

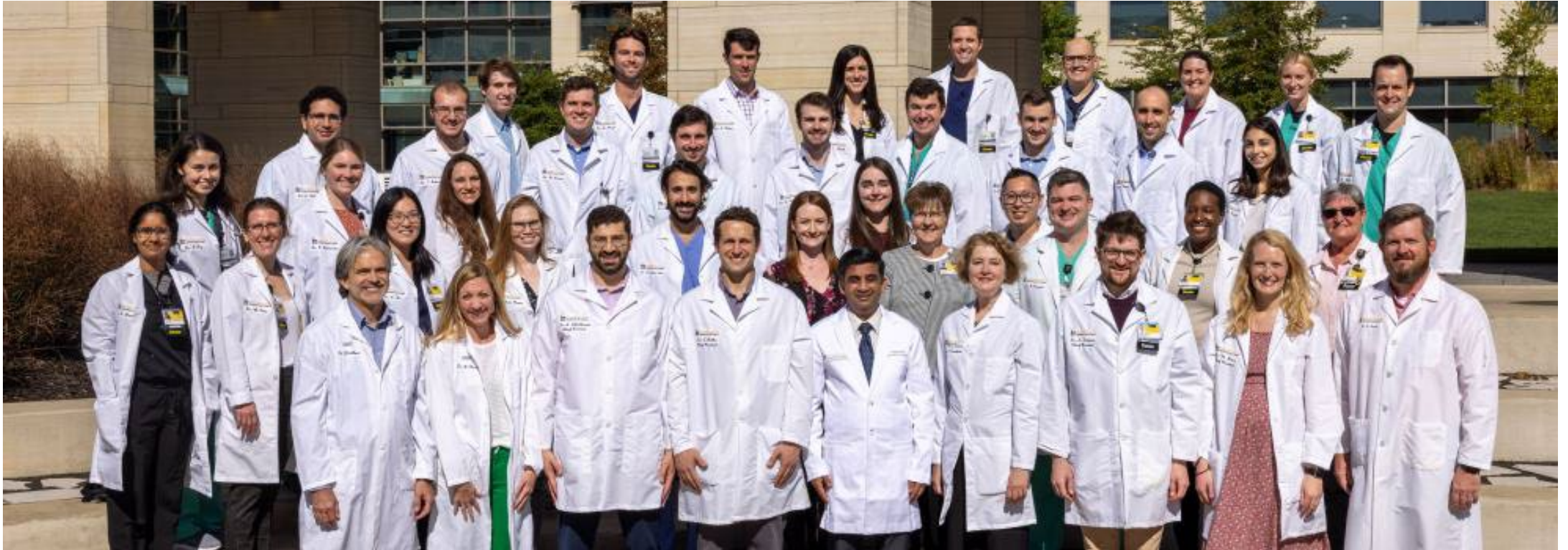
Based on our departmental teaching goals we expect that all our faculty contribute **at least 9-10 hours** of small group teaching this year. The link for signing up for small group teaching is included in the catalog, but here it is for quick reference: <https://webapps1.healthcare.uiowa.edu/FCP/recruiting>

Faculty members who have previously taught can access the site; anyone who has not yet signed up for teaching experiences will need to create an account, which they can do by going to the website above and following the instructions provided.



# Resident Education

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YOU'VE COMMITTED TO US, LEARN OF OUR COMMITMENT TO YOU!

DEPARTMENT OF INTERNAL MEDICINE



DEPARTMENT OF INTERNAL MEDICINE  
**IOWA RESIDENCY PROGRAM LEADERSHIP**

**Director**



**Manish Suneja, MD**

**Director  
Educational Development**



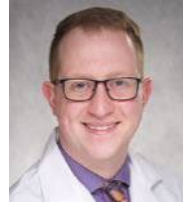
**Jane Rowat, MS**

**Educational Director  
Safety & Quality**



**Carly Kuehn, MD, MME**

**Mentor  
VA Safety & Quality**



**Matthew Soltys, MD, MME**

**Director  
Med-Psych Program**



**Vicki Kijewski, MD**

**Associate Director  
Med-Psych Program**



**Andrea Weber, MD, MME**

**Associate Dean  
Graduate Medical Education**

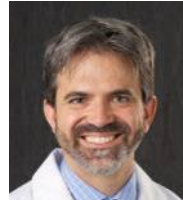


**Mark Wilson, MD**

**Associate Directors**



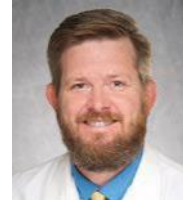
**Andy Bryant, MD**



**Brian Gehlbach, MD**

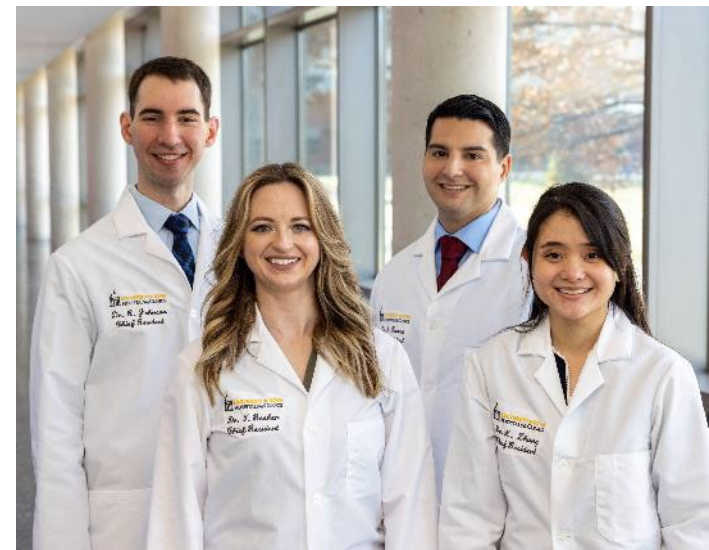


**Krista Johnson,  
MD, MME**



**Justin Smock, MD**

**Chief Residents 2023-24**



**Reed Johnson, MD**

**Taylor Becker, MD**

**Alex Garza, MD**

**Kathie Zhang, MD**

**Assistant Director**



**Jennifer Strouse, MD**

**Administrators**



**Cindy Batzkiel  
Program Administrator**



**Abbey Gilpin  
Associate Program  
Administrator**



**Stacy Sueppel  
Program Coordinator**



**Denise Floerchinger  
Fellowship Program  
Administrator**

# About Us: Residency Education

---

- **23 Categorical Residents**
- **3 Preliminary Residents**
- **5 Ophthalmology Preliminary**
- **2 Med-psych Residents**
- **4 Chief Residents** are selected each year for a post-residency year
- **81 Total Residents** are ACGME approved in our categorical program
- Approximately **65-70%** of our graduating residents go on to fellowships

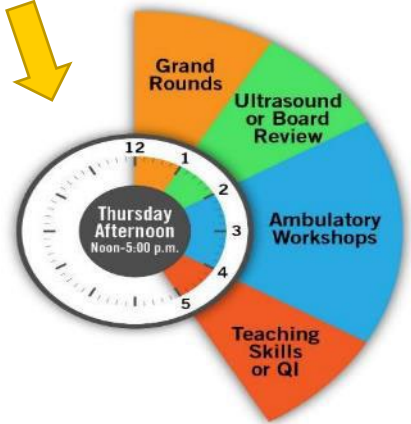


# Residency Schedule: X+Y → 4+1 Schedule



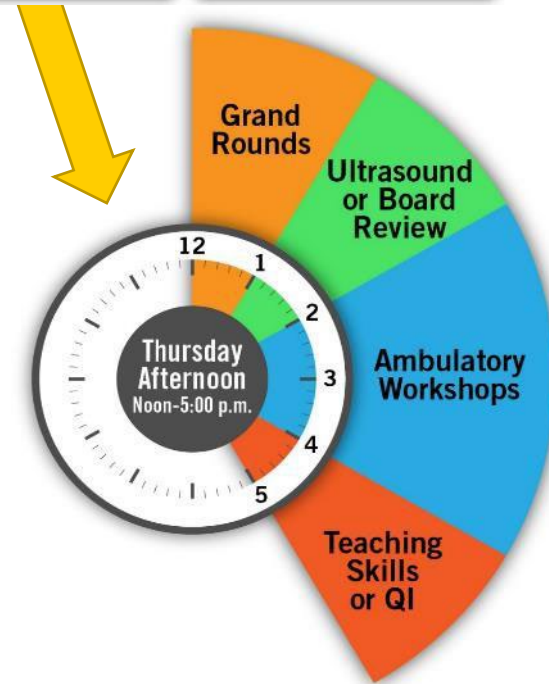
↓

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
A.M.	Continuity clinic	QI	Continuity clinic	Specialty clinic	Specialty clinic
P.M.	Continuity clinic	Continuity clinic	Continuity clinic	Education	Administrative



# The Ambulatory Week Schedule

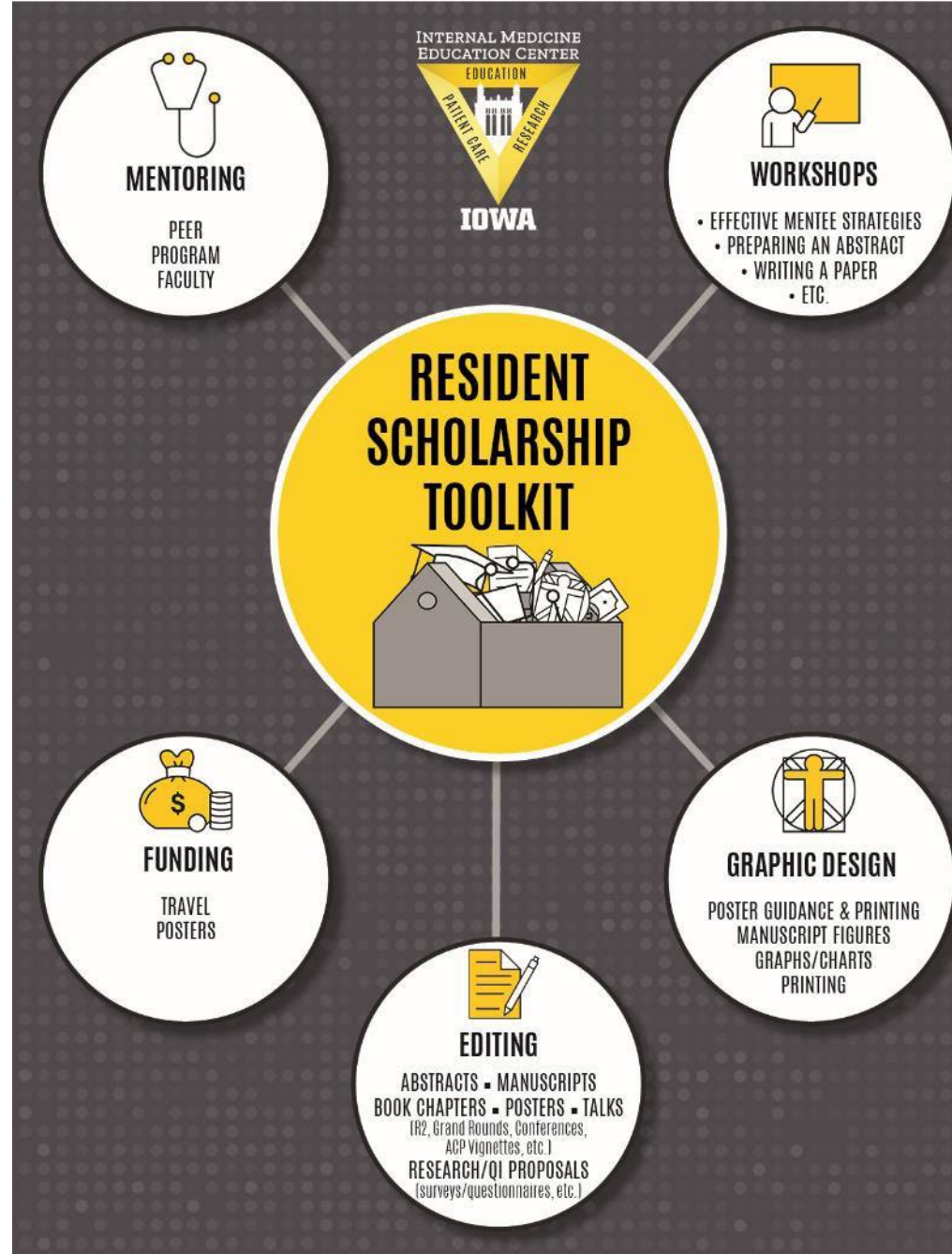
	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
A.M.	Continuity clinic	QI	Continuity clinic	Specialty clinic	Specialty clinic
P.M.	Continuity clinic	Continuity clinic	Continuity clinic	Education	Administrative





# Research

- Up to 12 weeks of research
- Faculty mentoring from assigned APD and Dr. Gehlbach
- Administrative support for design, editing, and writing
- Funding available



# Multiple Distinction Pathways: Education (DIME)

## Distinction in Medical Education Residents

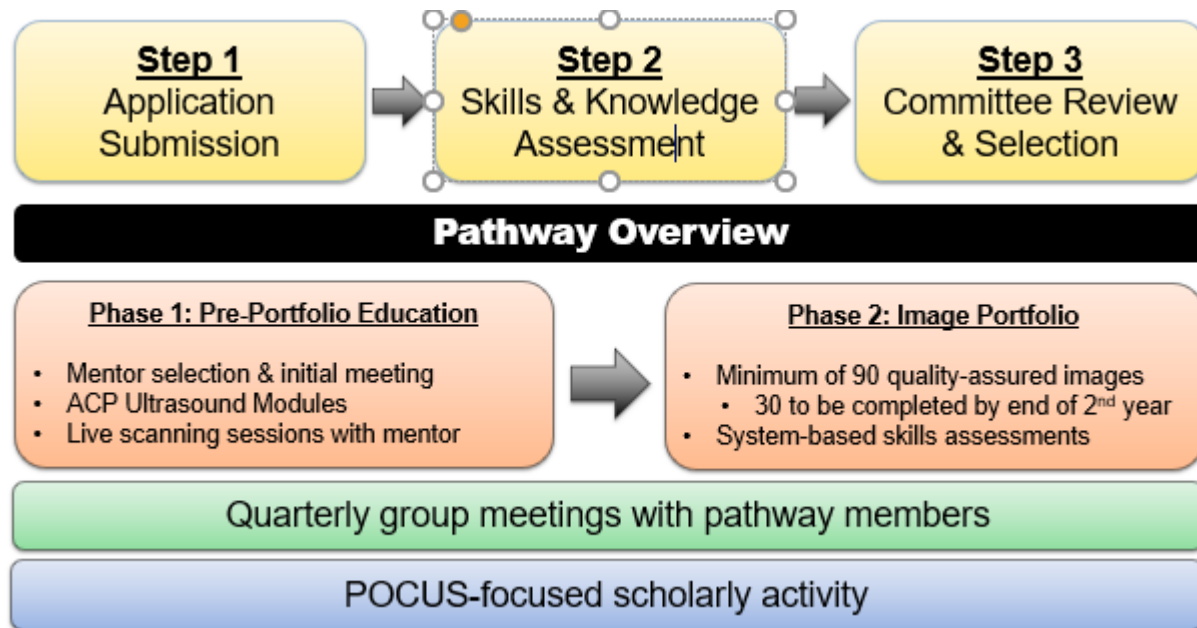
- Resident teaching skills curriculum
  - AI IM and IM/Psych
- Teaching resident rotation
  - 12-14 PGY3 residents/year
- Masters in Medical education (MME)



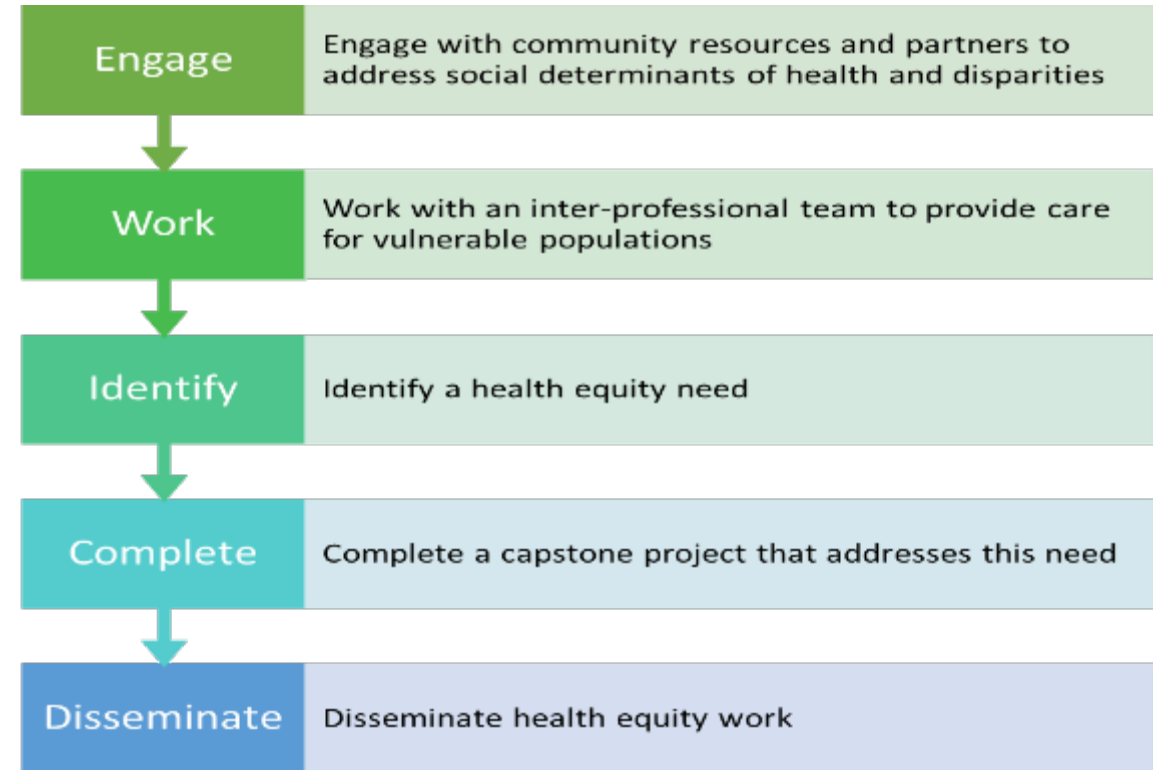


# Multiple Distinction Pathways: Ultrasound (POCUS Distinction)

## Point-of-Care Ultrasound Pathway for Internal Medicine Residents



# Multiple Distinction Pathways: Health Equity Distinction Track



# Helpful Resource: imiowa.com



### Quick Links

- Calendar
- Presentation Archive
- Resident Manual

### Upcoming Events

2023 AUGUST

**09** WEDNESDAY

**RAPID FIRE DIME PRESENTATION**  
09 Aug 2023 (12:00 PM) - 09 Aug 2023 (1:00 PM)  
Lunch: Taco bar with chicken or beef, black beans and rice

🔍 ⏪ ⏩





# Faculty Expectation

- Create excellent **learning environment**
- Providing **effective feedback**
- Timely **completion of Clinical Evaluations**
- Role model **communications skill and physical diagnosis**
- **Professionalism**

## Providing Effective Feedback

### Setting the Stage

#### ❖ **Expected**

*I will be giving you feedback following this encounter; Shall we spend a few minutes discussing how the clinic went after your last patient?*

#### ❖ **Supportive learning climate**

*It's my job to help you improve.*

#### ❖ **Label as feedback**

*How would you like me to focus my feedback?*

#### ❖ **Self-assessment**

*What were you trying to accomplish during this encounter?; Did it go as planned?*

## STOP

#### **S: SPECIFIC**

*Your social history of the patient showed understanding of pathophysiology and allowed us to focus more on biliary tract disease and less on alcoholism.*

#### **T: TIMELY**

*I'll give you feedback after each patient today; Let's plan to sit down at the end of the week.*

#### **O: OBJECTIVE, based on observed behaviors**

*I noticed you interrupted the patient a few seconds after asking what brought her to the hospital; You lost eye contact with the patient when you were discussing the lab results.*

#### **P: PLAN for improvement**

*If you were going to do it again, what would you do the same and do differently?; What actions do you want to take to improve in this area?; How would you feel doing it again?*

Gigante J, Dell M, Sharkey A. Getting Beyond "Good Job": How to Give Effective Feedback. *Pediatrics* 2011;127:205-207.

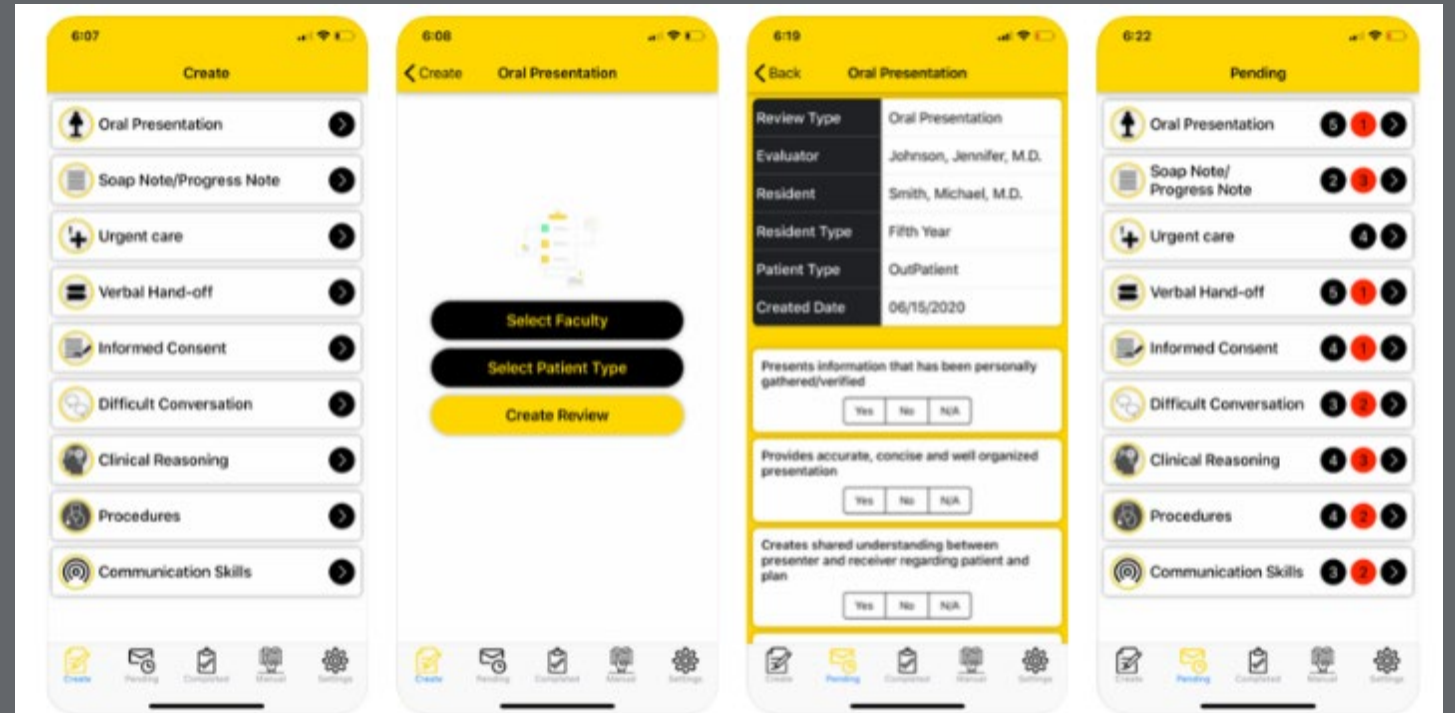
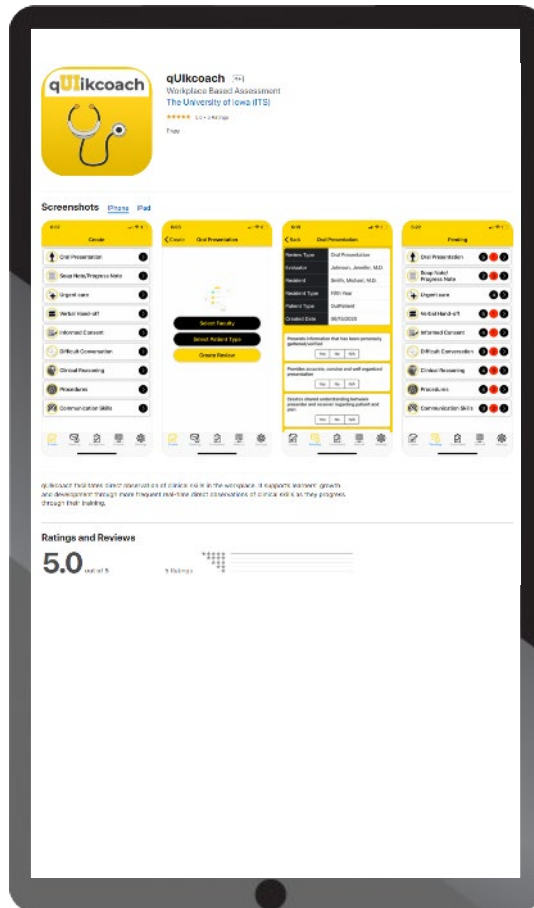
# Faculty Resources/Opportunities

The screenshot shows the University of Iowa Health Care website. At the top, there is a navigation bar with the University of Iowa Health Care logo, Carver College of Medicine logo, and a search bar. Below the navigation bar, the main heading reads "Office of Consultation and Research in Medical Education (OCRME)". A secondary navigation bar lists various services: About, COVID-19 Medical Education Resources, Teaching Development, Curriculum Development, Masters Program, Educational Research and Scholarship, and OCRME Updates. A prominent yellow banner with a notice icon states: "NOTICE Up-to-date information regarding COVID-19 for College of Medicine students and researchers". Below this, a breadcrumb trail reads "Home > COVID-19 Medical Education Resources". On the left side, there is a sidebar menu with three items: "COVID-19 MEDICAL EDUCATION RESOURCES" (highlighted), "COVID-19 Accreditation Guideline Updates", and "Online Teaching Resources". The main content area is titled "Online Teaching Resources" and contains several links and descriptions:

- [University of Iowa Resources and Tools for Online Instructors](#)  
Provides links to online classroom tools like Zoom and Panopto, a tutorial for using ICON, and links to other resources for teaching online.
- [University of Iowa Zoom How-To Guides](#)  
A compiled list of links to how-to guides and video tutorials on using Zoom.
  - [Tips and Tricks for Educators Using Zoom](#)  
Provides general tips plus links to more guides on using Zoom tools like breakout rooms, chat, and screen sharing.
  - [Zoom Host Guide](#)  
A comprehensive guide to Zoom for meeting planners/hosts.
  - [Zoom Participant Guide](#)  
A comprehensive guide to Zoom for meeting participants.
- [EDUCAUSE Resources during COVID-19](#)  
Includes articles on topics such as the difference between emergency remote teaching and online learning, and links to online teaching strategies and working remotely.
- [Delivering Communication Skills Teaching Online](#)  
Resources including guides and example videos of top tips for facilitating online experiential communication skills sessions.

# qUikcoach App

Homegrown evaluation application





# FACE: Faculty/Fellows as Clinician Educators

---

- **Program Goal:** Introduce current and future clinician-educators to a knowledge base and skill set which may be of use in their career
- **Required Component:**
  - Educations Workshop Session: Third Thursday of every month (1:00-2:30)
  - Application of Skills and Reflection
  - Topical readings (on website)
  - Teaching video

# Residency Committees: WE NEED YOUR HELP!

---

- Program Evaluation Committee
- Clinical Competency Committee
- Mentorship/Scholarship
- Residency Interviews
- Residents Conferences and Curriculum

**Questions related to the Educational Mission? Please contact me!**

# THANK YOU

---



## Welcome to the Department

→ [medicine.uiowa.edu/internalmedicine](https://medicine.uiowa.edu/internalmedicine)



DEPARTMENT OF INTERNAL MEDICINE  
NEW PROVIDER ORIENTATION  
February 14, 2024

---



UNIVERSITY OF IOWA  
CARVER COLLEGE  
OF MEDICINE

University of Iowa Health Care

*Department of Internal Medicine*

# FACULTY ADVANCEMENT

**Christie Thomas, MBBS**

Vice Chair, Faculty Advancement

# Objective

---

- Welcome
- Aspirations and goals – clinical practice, teaching, publishing
  - Clinical track
  - Tenure Track
  - Research track
  - Advanced Practice Providers
- Reappointment process
- Promotion process
- Mentoring Committee



# Reappointment Review

---

- Initial appointment: 3-4 years (1-3 years for Research Track)
- Review for reappointment in fall prior to end of appointment
  - Tenure track candidates (Tenure track review committee)
  - Clinical track candidates (DD and DEO)
  - Research track candidates
- Assess progress in:
  - teaching: clinical track and tenure track
  - scholarship/professional productivity: clinical, tenure and research track
  - Service: all personnel



**Know the timelines – have a system for tracking activities relevant for advancement.**

# Promotion and Reappointment

---

- Determine if candidates have met standards  
(set by Department/College/University)
  - Promotion to higher rank (+/- tenure)
  - Reappointment
- The annual process sets and maintains standards
- Recognizes accomplishments of faculty members  
Not acknowledgement for time in rank

# Promotion Review

---

- Assess accomplishments in
  - teaching
  - scholarship/professional productivity and
  - service

‘relative to a standard’
- Timing
  - Tenure Track: “Clock”
    - 8 yr (physician)
    - 6 yr (scientist)
  - Clinical Track and Research Track: no “Clock”
  - Recommended by Supervisor, PI, Division Director  
in consultation with VCFA and Department Chair

# What is the review process for promotion?

---

- CV (updated, COM format, annotated references)
- Personal statement: teaching, scholarship/academic productivity, service
- Teaching evaluations (including at least 3 peer evaluations from 2 different venues)
- Teaching materials (e.g., handouts, slides) - up to 5
- Selected publications (if applicable) - up to 5

 **You should be teaching if you are clinical or tenure track – document when and where.**

 **You should be aware of your teaching evaluations – from learners and from peers.**

 **You should have a system for tracking teaching activities.**

# Promotion in the Research Track

---

- Assistant professor:
  - Productive scholarship
  - Ability to fulfill relevant responsibilities in the research enterprise.
- Associate professor: additional criteria
  - Evidence of extramural research funding and sustained salary support from extramural grants and/or contracts on which the faculty member is listed as key personnel.
  - Clear evidence of regional recognition by peers.
- Professor: additional criteria
  - Clear evidence of national or international recognition by peers.

# Mentoring Committee

---

## Purpose:

- To serve as an unbiased candidate-centered advisory committee
- Usually has 3 to 4 member selected by the faculty member in consultation with primary mentor/DD
- Does not usually have the DD
- Can have members outside the Division or Department or College
- Provide a confidential sounding board for ideas, aspirations
- Review progress in all domains relevant to the track

Faculty member should take the initiative in setting up the committee and scheduling meeting



# What should you do now?

---

- Consider goals beyond clinical practice or research (academic productivity)
- Participate in service (e.g committee) activities, teaching opportunities
- Network with your colleagues especially more senior colleagues
- Pay attention to your teaching evaluations
- Set up a mentoring committee
- Annual meeting with Division director



**Evidence of service beyond taking care of patients; being a good citizen counts**



**Evidence of scholarship or productivity beyond taking care of patients**



**Developing, improving or expanding the academic mission**

# Additional Information

The screenshot shows the website for the Office of Faculty Affairs and Development at the University of Iowa Health Care. The page is titled "Office of Faculty Affairs and Development" and features a navigation menu with options like "Education", "Research", "Patient Care", "About Us", "Departments", and "News & Events". A prominent yellow banner at the top right contains a "NOTICE" about COVID-19 information for students and researchers. The main content area is divided into a left sidebar and a main right section. The sidebar, under the heading "FOR FACULTY", lists various resources including the "CCOM Manual of Procedure", "Promotion and Tenure" (with sub-links for "Current List Promoted Professors and Associate Professors" and "Apply for Promotion"), "Professional Development", "Awards", "Conflicts of Commitment and Interest", "Academic and Professional Record", "Faculty Committees", and "Annual Review of Tenured Faculty". The main section is titled "Promotion and Tenure" and provides detailed information for candidates, including links to "Faculty Appointment Process", "Faculty Appointments Policies and Procedures", and "Information for Promotion and Tenure Candidates". It also lists criteria and procedures for "Adjunct and Adjunct Clinical Track", "Research Track", and "Clinical Track".

Home » For Faculty

**FOR FACULTY**

- CCOM Manual of Procedure
- Promotion and Tenure
  - Current List Promoted Professors and Associate Professors
  - Apply for Promotion
- Professional Development
- Awards
- Conflicts of Commitment and Interest
- Academic and Professional Record
- Faculty Committees
- Annual Review of Tenured Faculty
- Performance Standards for Clinical

## Promotion and Tenure

For more information on the **Faculty Appointment Process**, please review the [Faculty Appointments Policies and Procedures](#).

### Information for Promotion and Tenure Candidates

- [Faculty Member Responsibilities 2020](#)
- [Strategies for Preparing Your Promotion Dossier](#)
- [Carver College of Medicine Review and Promotion Generic Timetable](#)

### Adjunct and Adjunct Clinical Track

- [Adjunct and Adjunct Clinical Criteria](#)
- [Procedures for Adjunct Promotion](#)
- [2020 Dossier Checklist](#)

### Research Track

- [Research Track Criteria](#)
- [Procedures for Research Track Promotion](#)
- [Personal Statement Example: RT Assistant Professor to RT Associate Professor](#)

### Clinical Track

- [Clinical Track Criteria](#)
- [Promotion & Tenure Talk - Clinical Track Presentation](#)
- [Promotion & Tenure Talk - Clinical Track | Watch June 2, 2020 recording](#)
- [Clinical Track Promotion Procedures.pdf](#)
- [Personal Statement Example: CT Assistant Professor to CT Associate Professor](#)
- [Personal Statement Example: CT Associate Professor to CT Professor](#)
- [©2020 Clinical Track Checklist](#)

<https://medicine.uiowa.edu/facultyaffairs/faculty/promotion-and-tenure>

# THANK YOU

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## Welcome to the Department

→ [medicine.uiowa.edu/internalmedicine](https://medicine.uiowa.edu/internalmedicine)



DEPARTMENT OF INTERNAL MEDICINE  
NEW PROVIDER ORIENTATION  
February 14, 2024

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# IOWA CITY VAMC

**Bradley S. Dixon, MD**  
Chief of Medicine

**Justin Smock, MD**  
Deputy Chief of Specialty Medicine

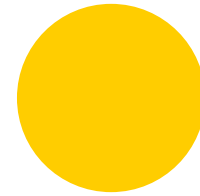
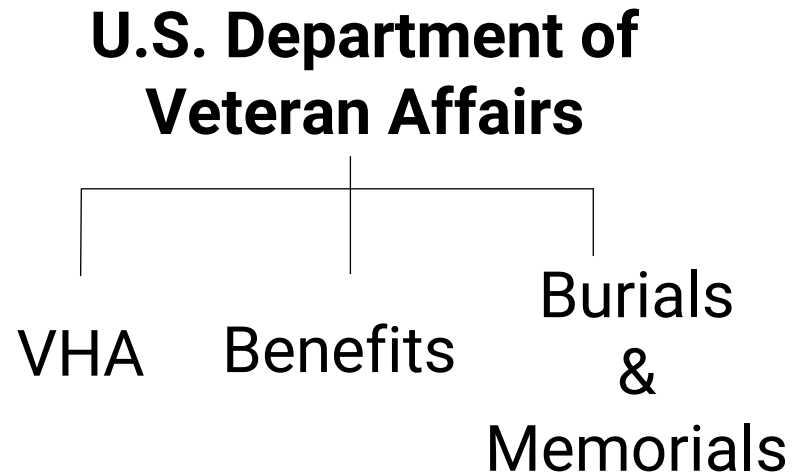
**Mark Yorek, PhD**  
Associate Chief of Staff for Research

# Objectives: Why to LOVE the VA

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- Brief overview of VHA
- Highlight the Specialty Medicine Service Line at the Iowa City VAMC
- Review opportunities for faculty development and research at the Iowa City VAMC
- \*\*\*\*\*
- Largest Integrated Healthcare system in US
- Outstanding opportunities for academic faculty
- Veterans are wonderful people
- Engagement by VA staff is outstanding.

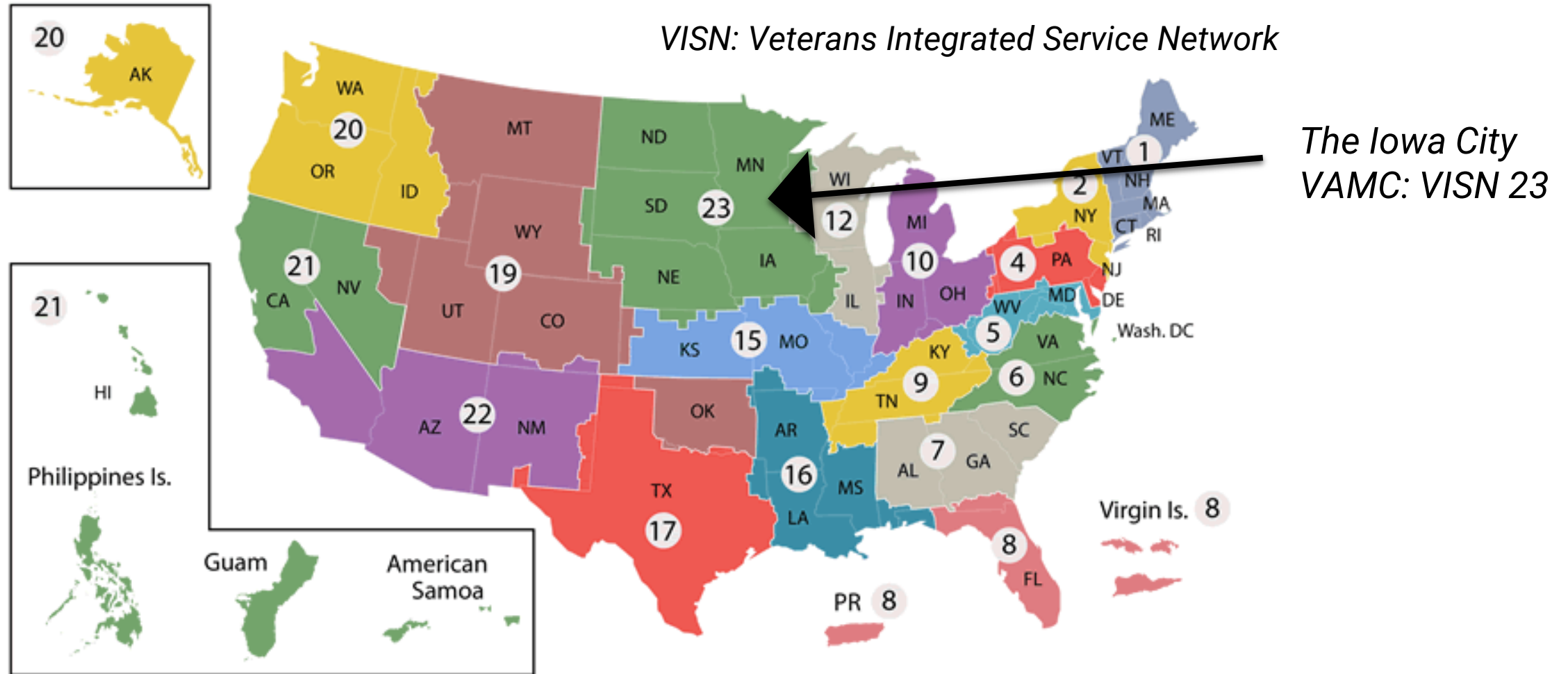
# VHA is the largest integrated health care system in the US



*VHA (Veterans Health Administration) supports 1,240 inpatient and outpatient facilities with ~9 million enrolled veterans*



# The Iowa City VAMC is one of 170 Medical Centers



# The Iowa City VAMC serves a wide geographic area

- Inpatient: 53 beds (43 medicine & 10 ICU/SD)
- Outpatient:
  - Specialty medicine clinics (Iowa City)
  - Resident primary care clinics (Iowa City)
  - CBOCs (community-based outpatient clinics)

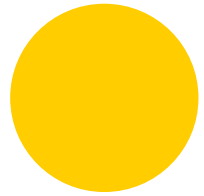
**Iowa:** Davenport, Waterloo, Dubuque, Cedar Rapids, Ottumwa, Decorah, Burlington + satellite clinic in Coralville

**Illinois:** Galesburg, Quincy and Sterling



# Iowa City VA Mission

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To provide world class experience to all the Veterans receiving our services:

***High quality and cost-effective care***

# The Iowa City VAMC offers a wide range of opportunities

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- Leadership opportunities and training (local & national)
- Quality Improvement:
  - Projects (lots of data)
  - Training (LEAN belts)
  - VISN & National competitions (Star, Shark Tank)
  - Programs (Diffusion of Excellence)
- Medical education (inpatient and outpatient)
- Healthcare systems (e.g., Risk Management)
- Research funding opportunities

# Education

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- Supports 16.5 internal medicine resident FTEs
- 3 Inpatient Teaching Services: 1 categorical senior, 2 PGY-1's
- 35 Categorical Residents complete a 3-year primary care COC experience
- 1 VA chief (3 chiefs each have a 4-month experience)
- 1 VA Chief Resident Quality and Safety (12 months)
- Outpatient clerkship students rotate in primary care and subspecialty clinics
- Sub-Interns and Inpatient Clerkship students rotate on Inpatient Teaching Services

# Quality Improvement

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- Many opportunities and resources to get involved
- Residents (contact):
  - VA Chief Resident Quality Scholar (Mathew Soltys)
- Fellows/Faculty (contacts):
  - VA Quality Scholar Program (Melissa Swee & Amany Farag)
  - Rural Scholar Program (Jamie Wilson, Karla Miller)
  - Advanced Fellowship in Health Services Research (CADRE; Michelle Mengeling & Michael Ohl)
  - ICVA HCS Quality and Process Improvement Department (Vishal Vashistha, Natalie Good)



# Quality Improvement – VHA Awards & Programs

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- VISN 23 Network Directors Star Award (e.g., Dixon/Swee – Telenephrology)
- VISN 23 Strategic Initiative (e.g., Jeydith Gutierrez & Irene San Roman)
- VHA Shark Tank Competition
  - Diffusion of Excellence Program
- VACO Enterprise Wide Initiative (Jeydith Gutierrez-TeleHospitalist Program)
- Quality Enhancement Research Initiative (QUERI)
- ICVA- PCORI – Health Systems Implementation Initiative (Brad Dixon)

# Faculty Appreciation

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- VHA awards
  - Mark Walcott Award for Excellence in Clinical Leadership
  - Mark Walcott Award for Excellence in Clinical Care Delivery
  - Won by Dr. Adrian Holm 2021
- CCOM- Department of Medicine launched the DiBona Award of Academic Excellence in Service to ICVA
  - Jack Stapleton - 2021
  - Warren Schmidt - 2022
  - Peter Kaboli - 2023

# Overview of Research Program

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- ICVA: Top 10-15 in VHA
- \$14.2 million in direct VA sponsored research funding and 10.4 million in non-VA funds
- 49 VA funded investigators
- 372 active research protocols (human subjects (226), animal (71) and safety (75))
- In 2023 VA funded investigators published 246 peer reviewed articles
- Accepting a VA grant requires accepting a minimum 5/8 VA appointment

# Office of Research and Development - Programs

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- Biomedical Laboratory Research and Development (BLR&D)
- Clinical Science Research and Development (CSR&D)
- Rehabilitation Research and Development (RR&D)
- Health Services Research and Development (HSR&D)
- Million Veteran Program

# Centers of Excellence

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- Centers of Innovation (COINs)
  - Center for Comprehensive Access & Delivery Research & Education (CADRE)
  - Director: Eli Perencevich; Deputy: Diana Jalal
- Center for the Prevention and Treatment of Visual Loss
  - Director: Randy Kardon

# VHA Research Funding Awards

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- Career Development Awards
  - VHA CDA
  - Office Rural Health CDA
- VA Merit Review Awards
- Cooperative Studies Programs
- CADRE: Small Award Initiative for Impact (SWIFT)
- Office of Rural Health (ORH) grants



# Contact Us

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Bradley Dixon (Chief of Medicine): [bradley.dixon@va.gov](mailto:bradley.dixon@va.gov) or [Bradley-dixon@uiowa.edu](mailto:Bradley-dixon@uiowa.edu)

Justin Smock (Deputy Chief of Medicine): [justin.smock@va.gov](mailto:justin.smock@va.gov) or [justin-smock@uiowa.edu](mailto:justin-smock@uiowa.edu)

Chad Mead (Administrative Officer): [chad.mead@va.gov](mailto:chad.mead@va.gov)

John Hilligas (Secretary): [John.Hilligas@va.gov](mailto:John.Hilligas@va.gov)

Sondra Reglein (Data Analyst): [Sondra.reglein@va.gov](mailto:Sondra.reglein@va.gov)

## Contact information for research related issues and questions at the VA:

Laura Dutca (Administrative Officer): [laura.dutca@va.gov](mailto:laura.dutca@va.gov)

Mark Yorek (Associate Chief of Staff for Research): [mark-yorek@uiowa.edu](mailto:mark-yorek@uiowa.edu) or [mark.yorek@va.gov](mailto:mark.yorek@va.gov)

# THANK YOU

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UNIVERSITY OF IOWA  
CARVER COLLEGE  
OF MEDICINE

University of Iowa Health Care

*Department of Internal Medicine*

# RESEARCH

**Chad Grueter, PhD**

Vice Chair of Research

**Lori Bassler**

Director, Research Administration & Financial Operations

# Research in Internal Medicine

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- # PIs – Overall we have about 160 faculty participating in basic, clinical and health services research.
- Funding – Total funding from all sources exceeds \$109M with about \$34M from Federal grants
- NIH ranking for CCOM and Department – In FY23 (the latest complete year of data) CCOM ranked 47<sup>th</sup> and Internal Medicine ranked 44<sup>rd</sup>.

# Research administration in Internal Medicine

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**Chad Grueter, PhD**

Vice-Chair for Research

**Eli Perencevich, MD, MS**

Associate Chair, Clinical and Health Services Research

**Lori Bassler, BBA**

Director, Research Administration and Financial Operations

# Research administration & financial operations

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- **Lori Bassler**  
Director, Research Administration & Financial Operations  
[loretta-bassler@uiowa.edu](mailto:loretta-bassler@uiowa.edu)  
319-335-6947  
Major Responsibilities: Pre-award Proposal Budget Development; Departmental Research Budget; NIH NRSA's & T32s; Effort Reporting; Data Analysis; Space Assignments; Renovations; Department non-UIP budget; Postdoc & Graduate Student Appointments
- **Angela Hester**  
Research Support Specialist  
[angela-hester@uiowa.edu](mailto:angela-hester@uiowa.edu)  
319-335-6993  
Major Responsibilities: Post-award Financial Support for Federal Basic Science Grants; Medical Association Funding; Non-Clinical Trial Grants; Federal Passthru; VA IPAs & Subawards; Database Management; Industry Fellowships; Problem Solving
- **Necole Miller**  
Research Manager  
[necole-miller@uiowa.edu](mailto:necole-miller@uiowa.edu)  
319-353-5175  
Major Responsibilities: Pre & Post-award NIH and Industry Sponsored Clinical Trial Awards; Subaward Processing



# What can the research office do for you?

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- Pre-award counselling
- Budget and Budget Justification preparation
- Post-award financial management
- Material Transfer Agreements
- Research space
- Identifying grant opportunities
- Financial management of Start-up and Commitments

# Grant/manuscript review and discussion resources

- Internal Medicine has weekly discussion group meetings for grants/manuscripts.
- Internal Medicine peer review/mock study section available for grant proposals
- Internal Medicine has a scientific writer available to edit your papers and proposals.
- OVPR provides external review of grant proposals through the Research Development Office
- The University provides a license for the anti-plagiarism to iThenticate.
- The University provides AI writing assistant- CoPilot

# University Resources

**RESEARCH**

- About
- Research News
- Research Groups
- For Researchers 
  - Research Administration
  - Website Design (Laboratory)
  - University Resources 
    - University Resources - A-Z
  - Department SharePoint
  - TriNetX
  - Funding Opportunities
- Training Grants
- Recent Publications
- For Patients
- Job Opportunities

## University Resources - By Category

The Core Research Facilities are a collection of centralized laboratories dedicated to developing and providing state-of-the-art research resources to facilitate biomedical research. They are available on a fee-for-service basis to the entire health sciences community as well as outside entities.  View list

Facilities available to Carver College of Medicine investigators include:

Animal Resources	
<a href="#">Office of Animal Resources</a>	<a href="#">Email Directory</a>
<a href="#">Comparative Pathology Laboratory</a>	<a href="#">Paul Naumann</a>
<a href="#">Genome Editing Core Facility</a> (formerly the Transgenic and Genome Manipulation Core Facility)	<a href="#">William Paradee, PhD</a>
<a href="#">Metabolic Phenotyping</a>	<a href="#">Jamie Soto</a>
<a href="#">Small Animal Imaging Facility</a>	John Sunderland, PhD <a href="mailto:saic@uiowa.edu">saic@uiowa.edu</a>
<a href="#">Tissue Procurement Core Facility</a>	<a href="#">C. Michael Knudson, PhD</a>
Bioengineering, Biosafety Labs and cGMP Facilities	
<a href="#">Bioengineering Services</a>	<a href="#">Dennis Wilson</a>
Biosafety Level III Laboratories	<a href="#">Dana Ries</a>
<a href="#">Center for Biocatalysis and Bioprocessing</a>	Mani Subramanian, PhD Mitch Rotman <a href="mailto:biocatalysis@uiowa.edu">biocatalysis@uiowa.edu</a>
Free Radical Biology Resources	
<a href="#">Electron Spin Resonance Facility</a>	<a href="#">Brett Wagner, MS</a>
<a href="#">Radiation and Free Radical Research Facility</a>	<a href="#">Douglas Spitz, PhD</a>
<a href="#">Center for Biocatalysis and Bioprocessing</a>	Mani Subramanian, PhD Mitch Rotman <a href="mailto:biocatalysis@uiowa.edu">biocatalysis@uiowa.edu</a>

# Research Events in Internal Medicine

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- Monthly research seminars
- Grand Rounds held each Thursday
- Divisional Grant Rounds
- Internal Medicine Research Day



[57th Annual Internal Medicine Research Day, 3 Oct 2023](#)








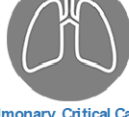
# Research Groups-lab websites

**RESEARCH**

- About
- Research News
- Research Groups
  - Laboratory Websites - A-Z
  - Bioinformatics and Computational Biology - Labs
  - Cardiovascular Medicine - Labs
  - Endocrinology and Metabolism - Labs
  - Gastroenterology and Hepatology - Labs
  - General Internal Medicine - Labs
  - Hematology, Oncology, and Blood & Marrow Transplantation - Labs
  - Immunology - Labs
  - Infectious Diseases - Labs
  - Nephrology and Hypertension - Labs
  - Pulmonary, Critical Care, and Occupational Medicine - Labs
- For Researchers


### Research Groups

Visit laboratory websites in the following specialty categories:

-  [Bioinformatics & Computational Biology](#)
-  [Cardiovascular Medicine](#)
-  [Endocrinology & Metabolism](#)
-  [Gastroenterology and Hepatology](#)
-  [General Internal Medicine](#)
-  [Hematology, Oncology and Blood & Marrow Transplantation](#)
-  [Immunology](#)
-  [Infectious Diseases](#)
-  [Nephrology & Hypertension](#)
-  [Pulmonary, Critical Care & Occupational Medicine](#)

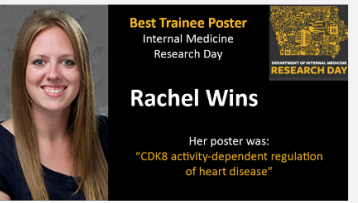
IOWA Grueter Lab SEARCH

[Home](#) [Research](#) [People](#) [Publications](#) [News](#) [Contact Us](#)



**JCI INSIGHT**

*Ectopic expression of Cdk8 induces eccentric hypertrophy and heart failure.*  
 Hall DD, Ponce JM, Chen B, Spittler KM, Alexia A, Oude GY, Song LS, Grueter CE.  
*JCI Insight.* 2017 Aug 3;2(15): pii: 92476. doi: 10.1172/jci.insight.92476



**Best Trainee Poster**  
Internal Medicine Research Day

**Rachel Wins**

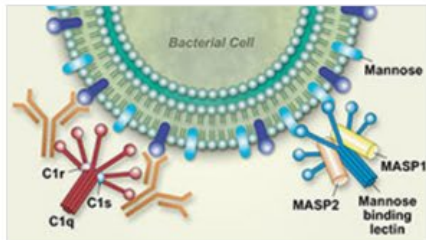
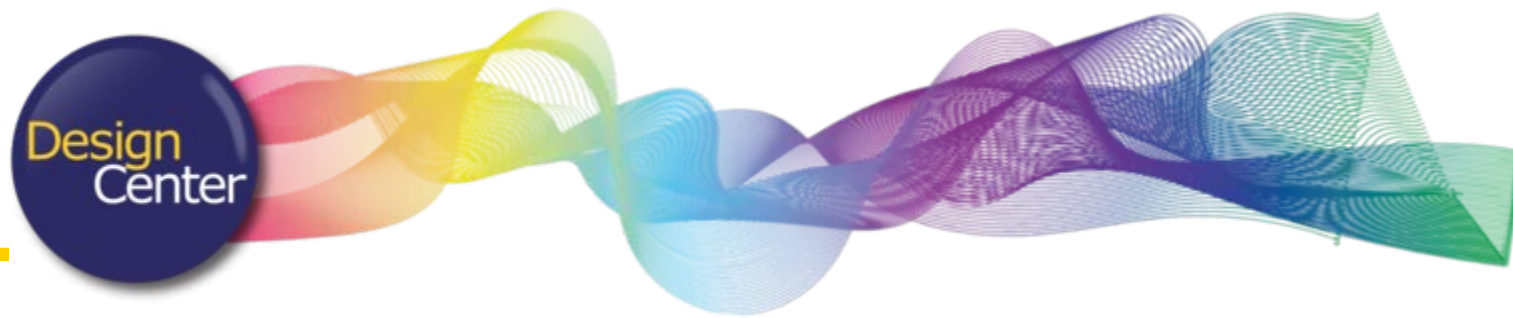
Her poster was:  
"CDK8 activity-dependent regulation of heart disease"

### Welcome to The Grueter Lab

Our laboratory studies transcriptional processes that are disrupted in disease. We identified a novel transcriptional signaling pathway in the heart that mediates the heart's ability to regulate whole body metabolism. Through a combination of pharmacological and genetic gain- and loss-of-function studies in mice, we found the heart is capable of regulating whole body metabolism through a mechanism that is governed by MED13 and miR-208a. MED13 is a particularly interesting component of the Mediator complex because it functions as a molecular bridge between the core complex and kinase submodule, providing a mechanism for spatial and temporal control of Mediator-dependent regulation of transcription.

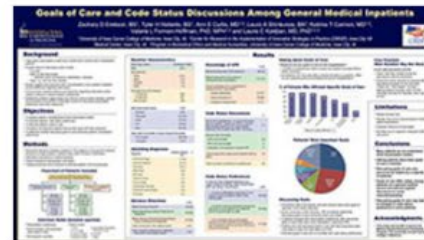
In addition to our work on MED13, we are actively studying the function of multiple components of Mediator including CDK8, CDK19, MED12 and CycC. We primarily utilize mutant mouse models to study the proteomic, molecular, bioinformatic and biochemical methods to study the molecular signaling events controlling cardiac response to stress.

IOWA Grueter Lab



### Design & Illustration

Complex illustrations, annual reports, posters, booklets, brochures, patient materials, newsletters, and more



### Posters & Printing

Large format printing (conference posters, banners, signs); photo printing



### Digital Media Services

Video, live streaming, podcasts, audio production, and more



### Editing Services

Manuscripts, grants, abstracts, correspondence, web text, patient materials

[Design Center | The University of Iowa \(uiowa.edu\)](http://uiowa.edu)



# Additional support services

## Communications

Trevor Jackson  
Director of Communications

Claire McGranahan  
Associate Editor

## Business Analytics

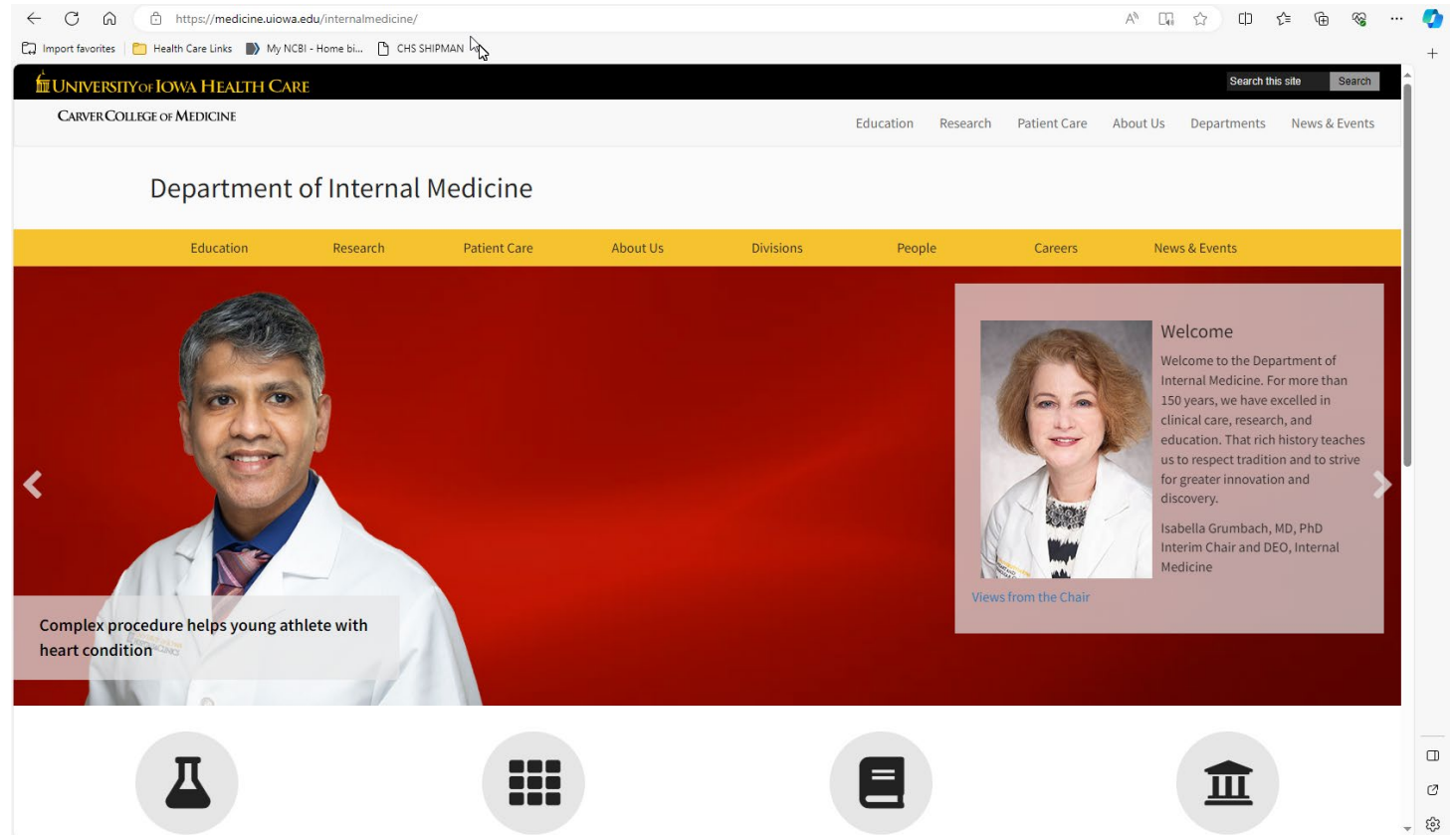
Amy McDonald

## Educational Technology Services

Lori Strommer Pace

## Database Group

Thomas Callahan  
Gennadiy Maksymov



# Internal Funding Opportunities

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## CCOM:

- CTSA Inter-Institutional Pilot Funding
- CCOM COVID-19 Pilot Grants
- Pappajohn Biomedical Institute Seed Funds
- Research Bridge Funding
- HCCC Seed Funds

## OVPR:

- **OVPR Early Career Scholars** – **Fall 2022** Awards up to \$30k, plus grantsmanship consulting and program officer visits, to help tenure-track assistant professors develop competitive proposals and secure external funding. Colleges have separate deadlines. Check with your college-specific RFP for collegiate timelines.
- **OVPR Community Engaged Scholars** – **Spring 2023** Awards up to \$50k to support creating and solidifying reciprocally beneficial community research and scholarship partnerships within Iowa. RFP coming soon with applications due in Spring 2023.
- **OVPR DEI Supplements** – **Spring 2023** Awards up to \$25k to advance the PI's science while recruiting, retaining, and advancing UI students who support diversity, equity, and inclusion efforts in research, with a preference for students from traditionally marginalized groups.
- **OVPR DEI Team Awards** – **Spring 2023** Awards are up to \$25k to support disciplinary teams consisting of multiple investigators working with a collection of undergraduates with a preference for students from traditionally marginalized groups.

# THANK YOU

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## Welcome to the Department

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UNIVERSITY OF IOWA  
CARVER COLLEGE  
OF MEDICINE

University of Iowa Health Care

*Department of Internal Medicine*

# We want your feedback!

