

DEPARTMENT OF INTERNAL MEDICINE
NEW PROVIDER ORIENTATION
August 14, 2024

IOWA
HEALTH CARE

WELCOME TO INTERNAL MEDICINE

Isabella Grumbach, MD, PhD, FAHA
Kate Daum Endowed Professor
Interim Chair & DEO
Department of Internal Medicine

Our Mission

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?

Faculty Count	FY24-25
Primary Faculty	410
Secondary Faculty	44
Emeritus	78
Volunteer	230
TOTAL	762

Non-faculty Count	FY24-25
PA and ARNP	142
Fellow	101
Resident	94
Predoc and Postdoc	57
Admin (HR, Finance, Research Support, division support)	579
TOTAL	973

Leadership Team



Kimberly Staffey, MD
Vice Chair for Clinical Programs



Jeydith Gutierrez, MD, MPH
Vice Chair for Engagement and Belonging



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

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



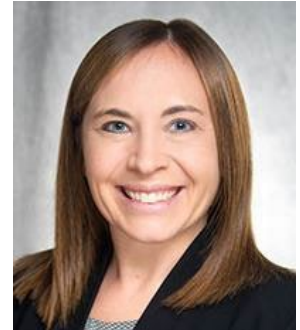
Kaila Boothroy
Human Resources Director



Jeydith Gutierrez
Vice Chair for Engagement
and Belonging



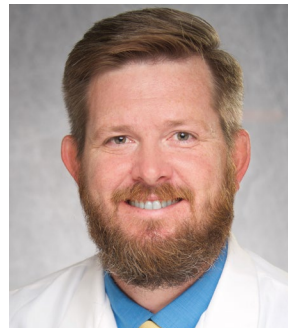
Trevor Jackson
Communications Manager



Kristin Goedken
Associate Clinical
Department Administrator



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



Justin Smock
Deputy Chief of Medical
Services, VAMC



Chad Grueter
Vice Chair for Research



Lori Bassler
Research Administrative
Services Director

UI HEALTH CARE PHILANTHROPY

Proud to Support the Department of Internal Medicine



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



FY25 Areas of Focus

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



We need your feedback

- 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

IOWA
HEALTH CARE

Welcome to the Department

→ medicine.uiowa.edu/internalmedicine



IOWA
HEALTH CARE

We want your feedback!



DEPARTMENT OF INTERNAL MEDICINE
NEW PROVIDER ORIENTATION
August 14, 2024

IOWA
HEALTH CARE

CLINICAL AFFAIRS

Amy McDonald
Senior Business Analyst

Our Mission & Vision

- 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

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
MCU – Medical Campus University	MCD -- Medical Campus Downtown
MCNL – Medical Campus North Liberty (opening 2025)	

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

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

Responding to DRG Queries

- Improved workflows have recently been put in place based off of provider feedback

Opening Clarification Requests

When logging into EPIC a Clarification Requests box will appear in the lower corner of your screen when a request is available for your review.

To review which patients have clarification requests:

1. Click the **Clarification Request** box



- Multiple choice responses are now available
- Please note, responding to the query will automatically enter a note in the permanent medical record, when clinically appropriate. This be available via MyChart to the patient

Policies

Inpatient Consultations – Clinical Care Policy – CC.P.66

- ***Routine inpatient consults*** - should be seen within 12 hours of the consult request, and the consulting attending should evaluate the patient within 24 hours of the request, unless other arrangements have been made with requesting team. The consulting team should directly communicate recommendations to the requesting inpatient team. Initial documentation in the EMR must be completed as soon as possible, and a final recommendation should be recorded in the EMR within 24 hours of the request.
- ***ASAP Consults*** – should be seen within 4 hours of the request and immediately discussed with the consulting attending physician, with recommendations communicated directly to the requesting team, unless other arrangements have been made with requesting physician. Initial documentation in the EHR should be completed as soon as possible, and a final recommendation should be recorded in the EHR within 6 hours of the request.
- ***STAT Consults*** – should be seen as soon as possible and no later than 60 minutes of the request and immediately discussed with the consulting attending physician, with recommendations communicated directly to the requesting team, unless other arrangements have been made with requesting physician. Given the patient's emergent condition, a member of the requesting team should be present at bedside for direct discussion with the consulting team. Initial documentation in the EHR should be completed as soon as possible, and a final recommendation should be recorded in the EHR within 4 hours of the request.

Clinical Practice Review

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

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

- 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

- 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

Well-Being & Workplace Safety

- **Employee Assistance Program (EAP)**
 - Support and Crisis Line
 - UI Emergency Hardship Fund
 - Substance Abuse
 - Mental Health and Well-Being Course
- **COPE Team**
 - Provides emotional support to staff after challenging events, as well assisting in creating a supportive work environment.
- **Threat Assessment Team**
 - Supports Campus Safety by assessing, monitoring, and providing support for unusual distress, fixated grievances, or troubling behaviors.
 - Monitor potential safety threats and intervene with supportive campus resources to maintain campus safety.
- **Riskconnect**
 - Allows employees to report incident in 3 different categories - Patient event, visitor event, or employee event.

Resources

Area	Resource
Departmental Clinical Revenue Cycle Team	Amy McDonald, Kristin Goedken, JT Kosier
Provider Coding Division	Alysa Coppinger, Manager, PCD
Epic Help – MCU & MCD Locations	Shelby Lombard, 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!



Kim Staffey, MD, MHCDS, FACC
Vice Chair for Clinical Programs



Amy McDonald
Senior Business Analyst

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

THANK YOU

IOWA
HEALTH CARE

Welcome to the Department

→ medicine.uiowa.edu/internalmedicine



IOWA
HEALTH CARE

We want your feedback!



DEPARTMENT OF INTERNAL MEDICINE
NEW PROVIDER ORIENTATION
August 14, 2024

IOWA
HEALTH CARE

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



Ashley Rayer, BA
H.R. Coordinator



Michaela Davis, MBA
H.R. Generalist



Jack Oller, BBA
H.R. Coordinator

Who do I contact?

Kaila Boothroy

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

Eileen Fuerstenberg

- Faculty Recruitment/ Onboarding/Changes in Status
- Faculty Appointments/ Transactions
- Faculty Special Compensation Payments
- Faculty Licensing/Credentialing
- Faculty Recredentialing
- Faculty Separation Process/Terminations

Jack Oller

- Assist with: Faculty Promotions and Reappointments/ Annual Review Process
- Processing Incentive Payments for Faculty
- Oversight of Compliances due for staff and faculty
- Assist with Staff Recruitments
- Faculty Separation Checklist
- Lost/Replacement Badge

Barb Jaeger

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

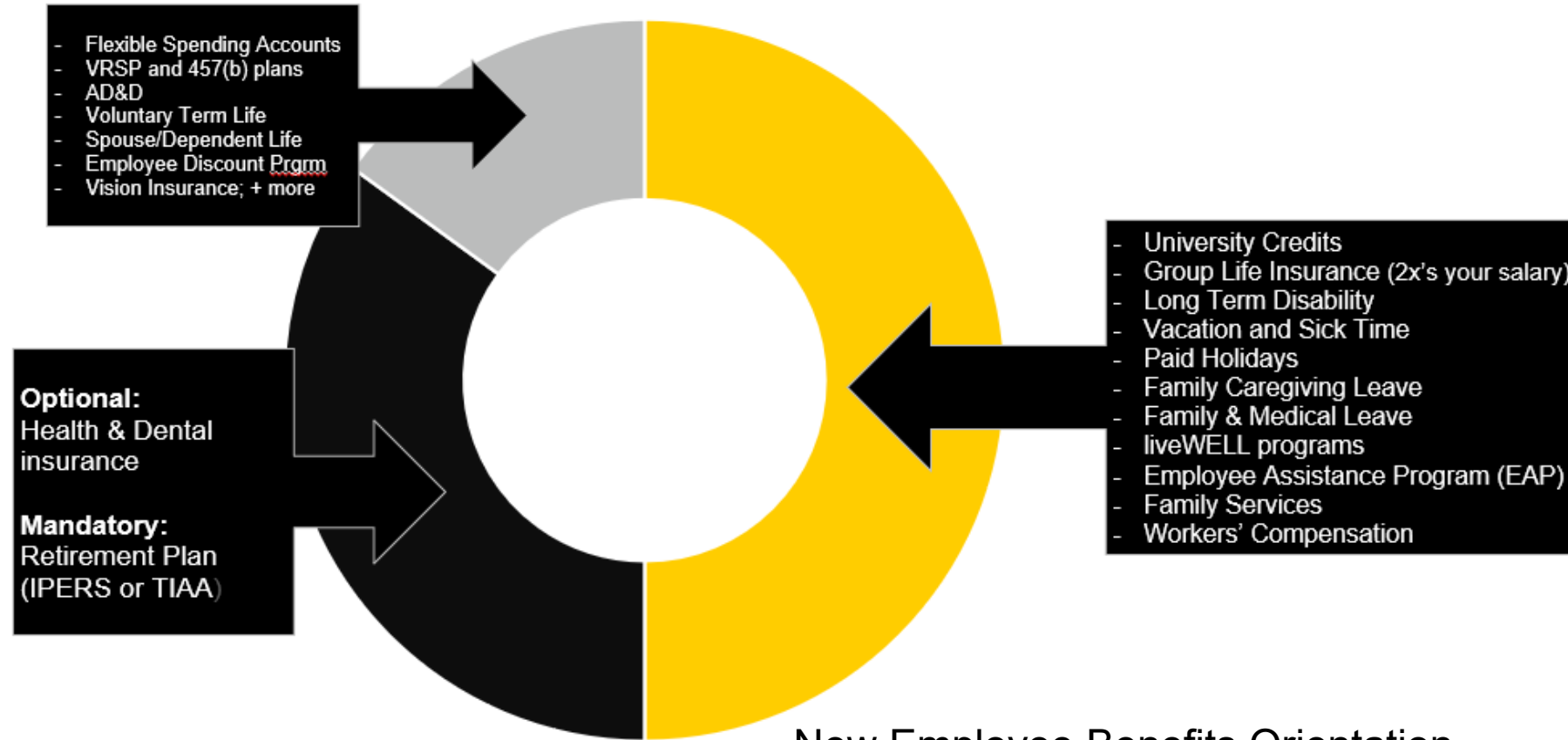
Michaela Davis

- 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
- Bloodborne Pathogens Exposure Control

Ashley Rayer

- Assist with Staff Recruitments
- Student Recruitment/ Appointments/ Onboarding
- Staff/Student Separation Checklists
- Job Description updates
- Job Shadowing
- Minors on Campus
- UI Drivers License Review system
- 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



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





Wellness Resources – hr.uiowa.edu/employee-well-being



Financial Well-Being

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



Physical Health

We offer [free personalized health coaching](#), [subsidized access to top-notch recreation facilities](#), and [on-campus flu vaccination clinics](#).



Workplace Wellness

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



Family & Relationships

Find resources for [childcare](#) 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

- 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
 - Phone : [319-335-2085](tel:319-335-2085)
- Recreational Services: 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



- **Employee Assistance Program (EAP)**

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

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

- 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
 - Peer Driven Recognition Program

Employee Appreciation

Employee Appreciation Day 2024!

University of Iowa Department of Internal Medicine

18th Annual Employee Appreciation Day

Join us for lunch so we can
celebrate YOU.

We are so grateful to have you as part of the IM Team.

Employee Appreciation Lunch

Wednesday, July 31, 2024 – 11am-1pm

MERF Atrium | IRL | Downtown



#UIHealthCareWeek, May 12-18



uihealthcare • Follow

uihealthcare We have enjoyed celebrating all of our employees and volunteers this week during UI Health Care Week. They are what makes it possible every day to change medicine and change lives. ❤️

#UIHealthCareWeek
#ChangingMedicine #ChangingLives
#UIHealthCare #U Iowa #Celebration

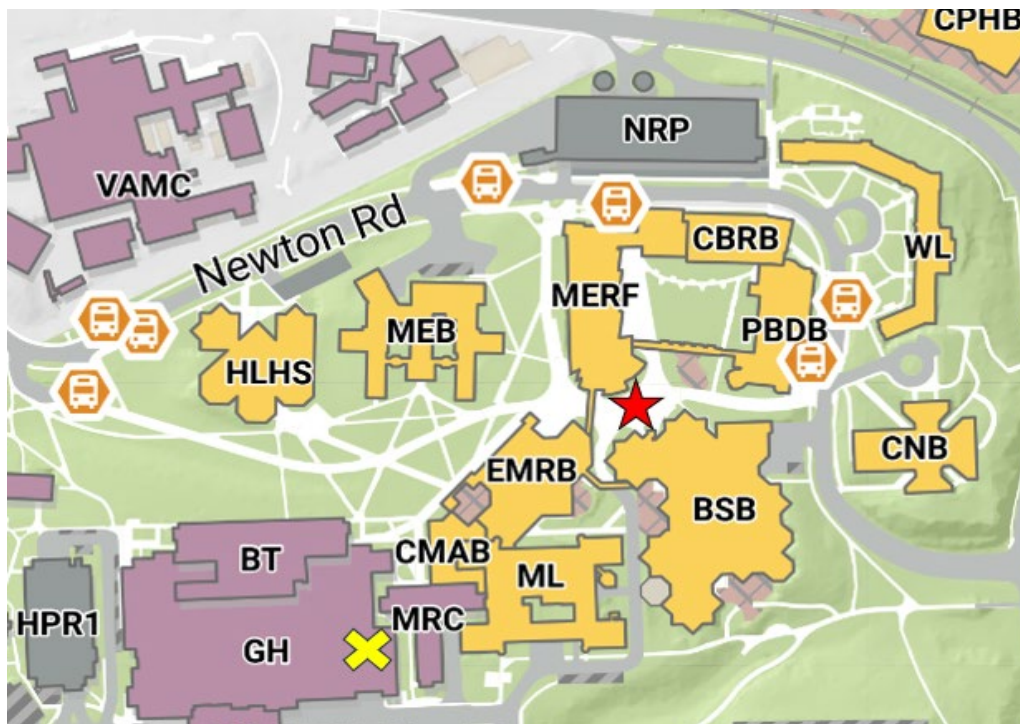
10w



132 likes
May 17

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!”

Internal Med Monthly Honor Roll

- 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

IOWA
HEALTH CARE

Welcome to the Department

→ medicine.uiowa.edu/internalmedicine



IOWA
HEALTH CARE

We want your feedback!



DEPARTMENT OF INTERNAL MEDICINE
NEW PROVIDER ORIENTATION
August 14, 2024

ENGAGEMENT AND BELONGING IN THE DEPARTMENT OF MEDICINE

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

IOWA
HEALTH CARE



Overview

- Commitment to Diversity
- Leaders at UI/UIHC
- Belonging: Affinity groups
- Engagement: DIHE track
- Institutional policies to support a welcoming environment for all
- Faculty resources
- Questions

Leaders at UI/CCOM



Liz Tovar, PhD

Executive Officer & Associate
Vice President, Division of
Access, Opportunity, and
Diversity



Joyce Goins-Fernandez, PhD

Interim Associate Dean
for Health Parity
Carver College of
Medicine (CCOM)



Commitment to Diversity

- History
 - 1870 → America's first co-ed medical school
 - 1903 → Granted the first MD to an African American graduate
 - 1970 → First state university to officially recognize the Gay, Lesbian, Bisexual, Transgender, & Allied Union (1970)
 - 2012 → UI Health Care opened the first LGBTQ+ clinic in the state
- Richness of communities, activities, and events
- Look for our Engagement & Belonging newsletters

Engagement and Belonging Committee

- Claudia Corwin – Faculty, Pulmonary
- Kathleen Detert – Staff, Cardiology
- Dalal El Ladiki – Post-doctoral scholar, Endocrinology
- Jeydith Gutierrez – Faculty, GIM
- Yuya Hagiwara – Faculty, GIM
- Bharat Kumar – Faculty, Allergy and Immunology
- Claire McGranahan – Staff, Internal Medicine
- Lama Nouredine – Faculty, Nephrology
- Katie Robinson – Faculty, Endocrinology
- Antonio Sanchez – Faculty, GI
- Poorani Sekar – Faculty, ID
- Kristine Yumul – Faculty, Cardiology
- William Zeitler – Faculty, Heme/Onc





Excellence *through* Engagement and Belonging

Engagement is how much we feel invested in, motivated by and passionate about our jobs.

Engagement is a measure of the organizational culture

Belonging is something that we ourselves feel and results from the organization's inclusive environment.

“being for long”

Belonging: Affinity groups

- 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

E&B committee

Engagement: Distinction in Health Equity Track

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

Engagement:

- Community engagement events:
 - Health promotion
 - Collaboration with community organizations
 - Increasing awareness about health topics
 - Advocacy
 - Support vulnerable groups

- Opportunities to volunteer
 - Iowa Mobile clinic
 - Iowa City Free Medical & Dental Clinic

Institutional policies to support a welcoming environment for all

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

Faculty Resources

National Center for Faculty Development and Diversity Institutional Membership

Research Opportunities

[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 Health Parity \(uiowa.edu\)](#)

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 ASK! This is a lovely and inclusive community, and we are delighted to connect with you and give you more information.

Jeydith Gutierrez, MD, MPH

jeydith-gutierrez@uiowa.edu

Cell phone: 319-389-2333

THANK YOU

IOWA
HEALTH CARE

Welcome to the Department

→ medicine.uiowa.edu/internalmedicine



IOWA
HEALTH CARE

We want your feedback!



DEPARTMENT OF INTERNAL MEDICINE
NEW PROVIDER ORIENTATION
August 14, 2024

IOWA
HEALTH CARE

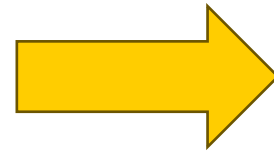
COMMUNICATING YOUR STORY TO THE WORLD

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



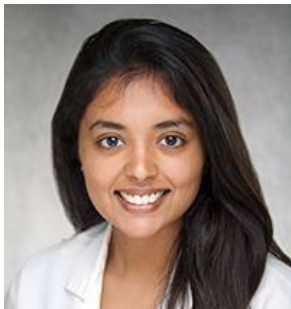
Objective Structured Clinical Evaluations



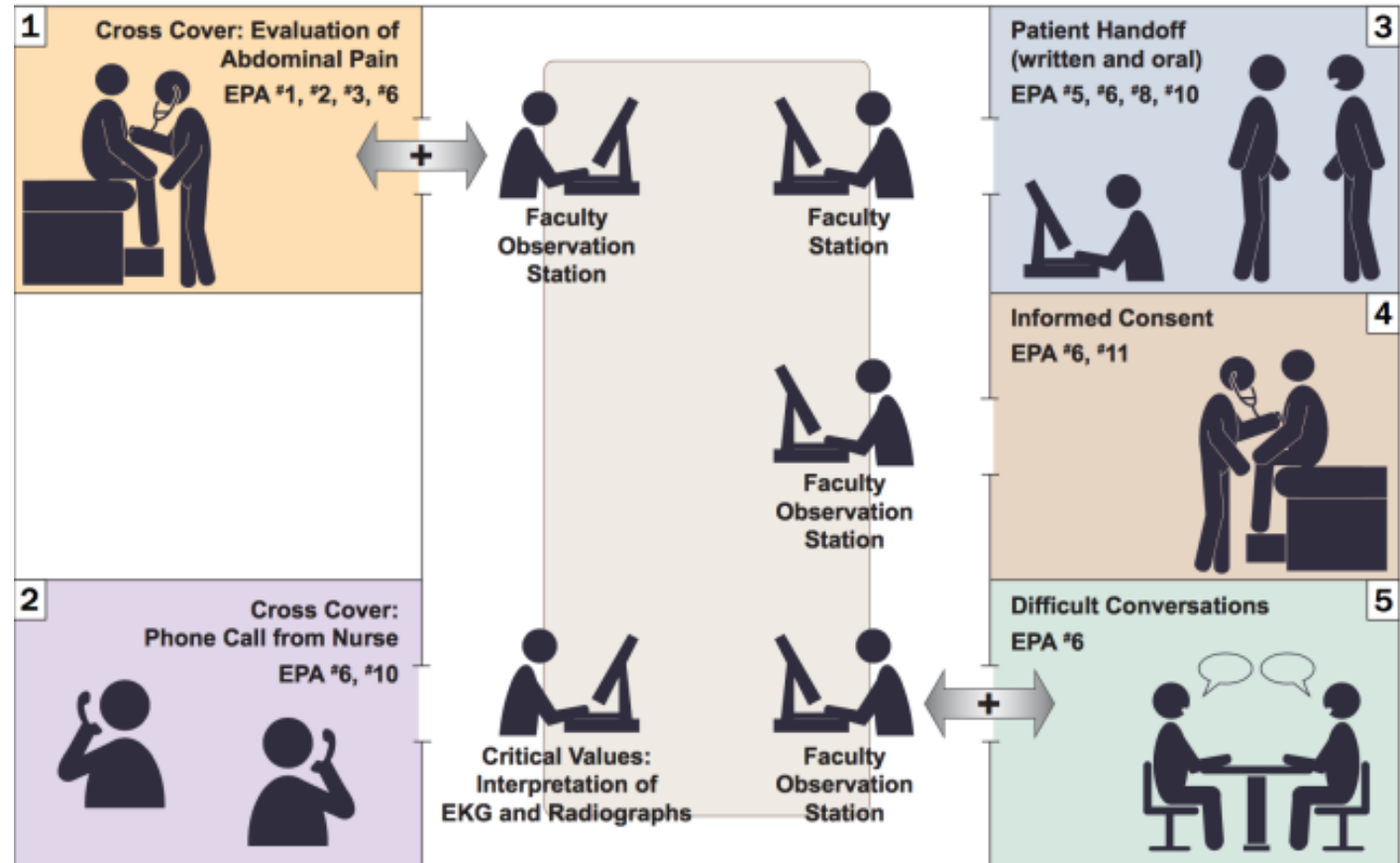
Manish Suneja, MD,
Internal Medicine Residency
Program Director



Jane Rowat, MS
Curriculum Development



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



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



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

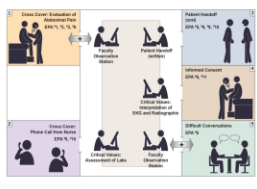
- AAMC EPAs may optimize safe and effective patient care by ensuring that each UME graduate is prepared for core duties as they begin residency
- Early identification and remediation of common skill deficiencies which impact quality patient care and patient safety remain a challenge
- Based on the AAMC 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 Provide multispecialty chief resident development workshop 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 Simulation

- 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
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.					
This multispecialty activity will increase collaboration between different departments.					
Provide one "take home" point from the workshop.					
Additional comments:					

Reference

Levy, K., Volt, 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

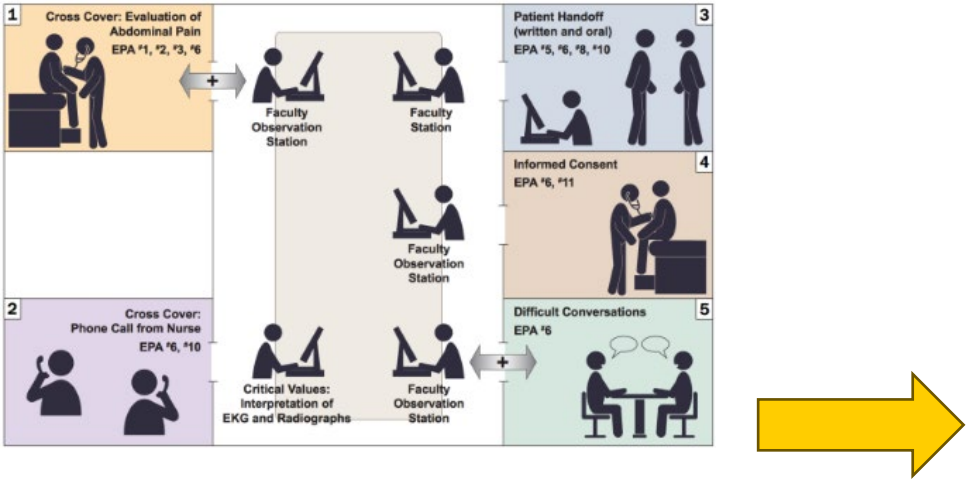
- Branding
- Printing
- Layout and design



Testimonials

- <https://youtu.be/C5ZJQHpdLyA>

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

- **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

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

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

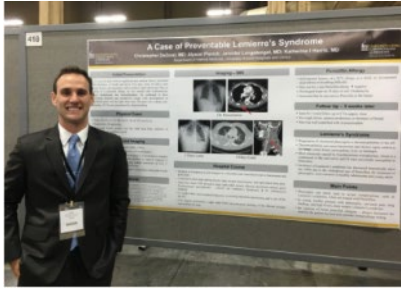
Hospice and Palliative Medicine
Department of Internal Medicine

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



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

DEPARTMENT OF INTERNAL MEDICINE

Making the Rounds

→ 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. Sidakool S Panaich Journal:

Views from the Chair

→ 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 [...]



Views from the Chair

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 [...]



Views from the Chair

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 [...]



Views from the Chair

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 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
[@intmediowa](#) | [@iowamed](#) | [@uihealthcare](#) | [@uiowa](#)

Iowa City, IA 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



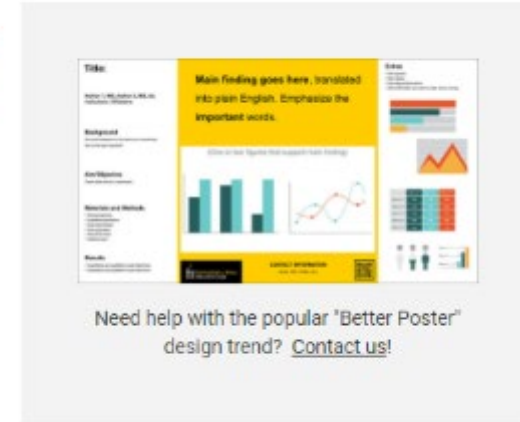
80 combined
years' experience



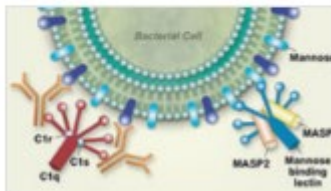
Welcome to the Design Center

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:



Need help with the popular "Better Poster" design trend? [Contact us!](#)



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

IOWA
HEALTH CARE

Welcome to the Department

→ medicine.uiowa.edu/internalmedicine



IOWA
HEALTH CARE

We want your feedback!



DEPARTMENT OF INTERNAL MEDICINE
NEW PROVIDER ORIENTATION
August 14, 2024

IOWA
HEALTH CARE

DEPARTMENT ADMINISTRATION

Kristin Goedken, MBA

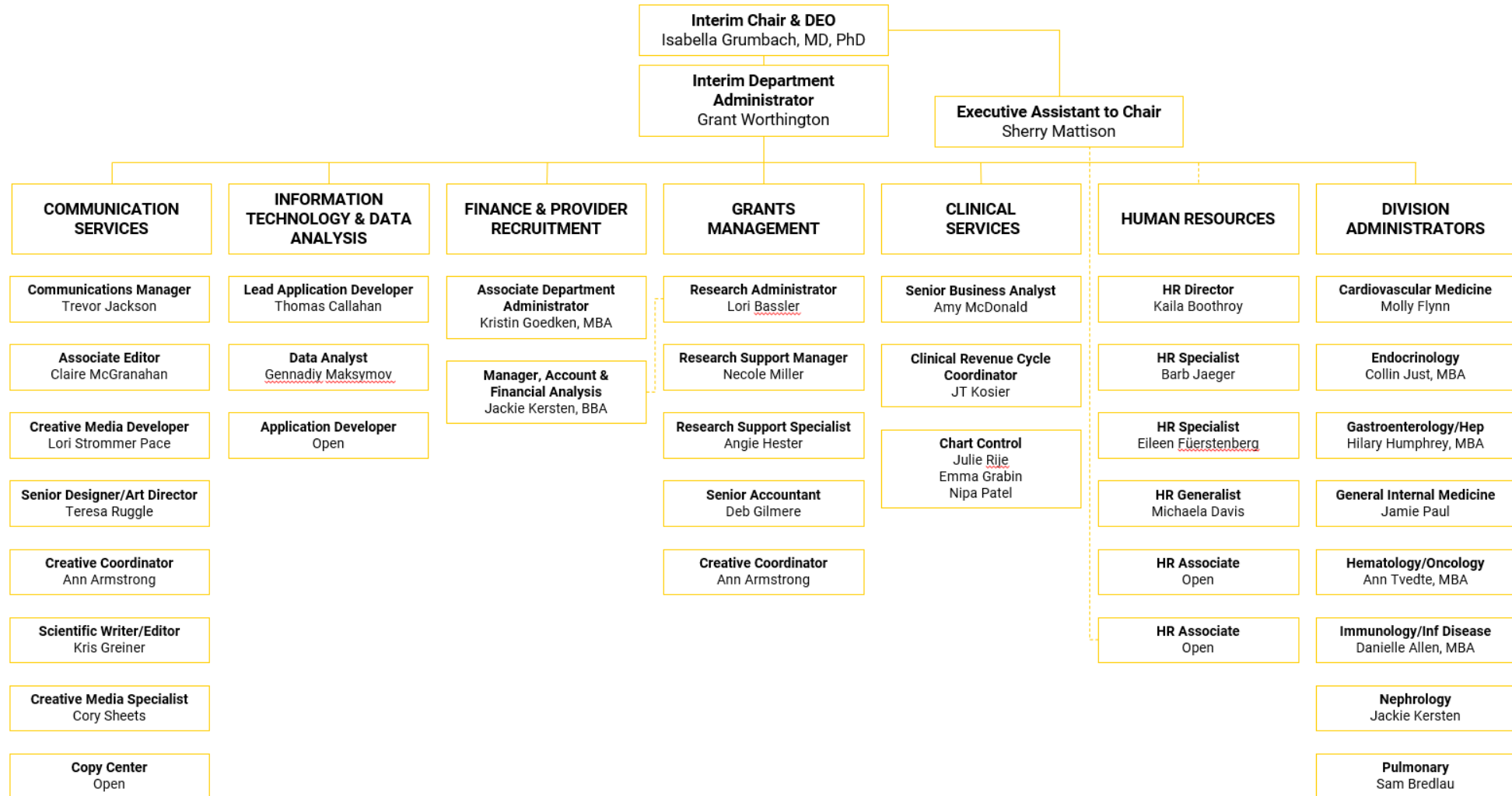
Associate Clinical Department Administrator

Topics

- Internal Medicine Administrative Team
- Internal Medicine Division Administrators
- Tools/Resources
- Internal Medicine Compensation Plan
- UI Centers for Advancement
- Feedback

Administrative Team Overview

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



Grant Worthington
Interim Clinical
Department
Administrator

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



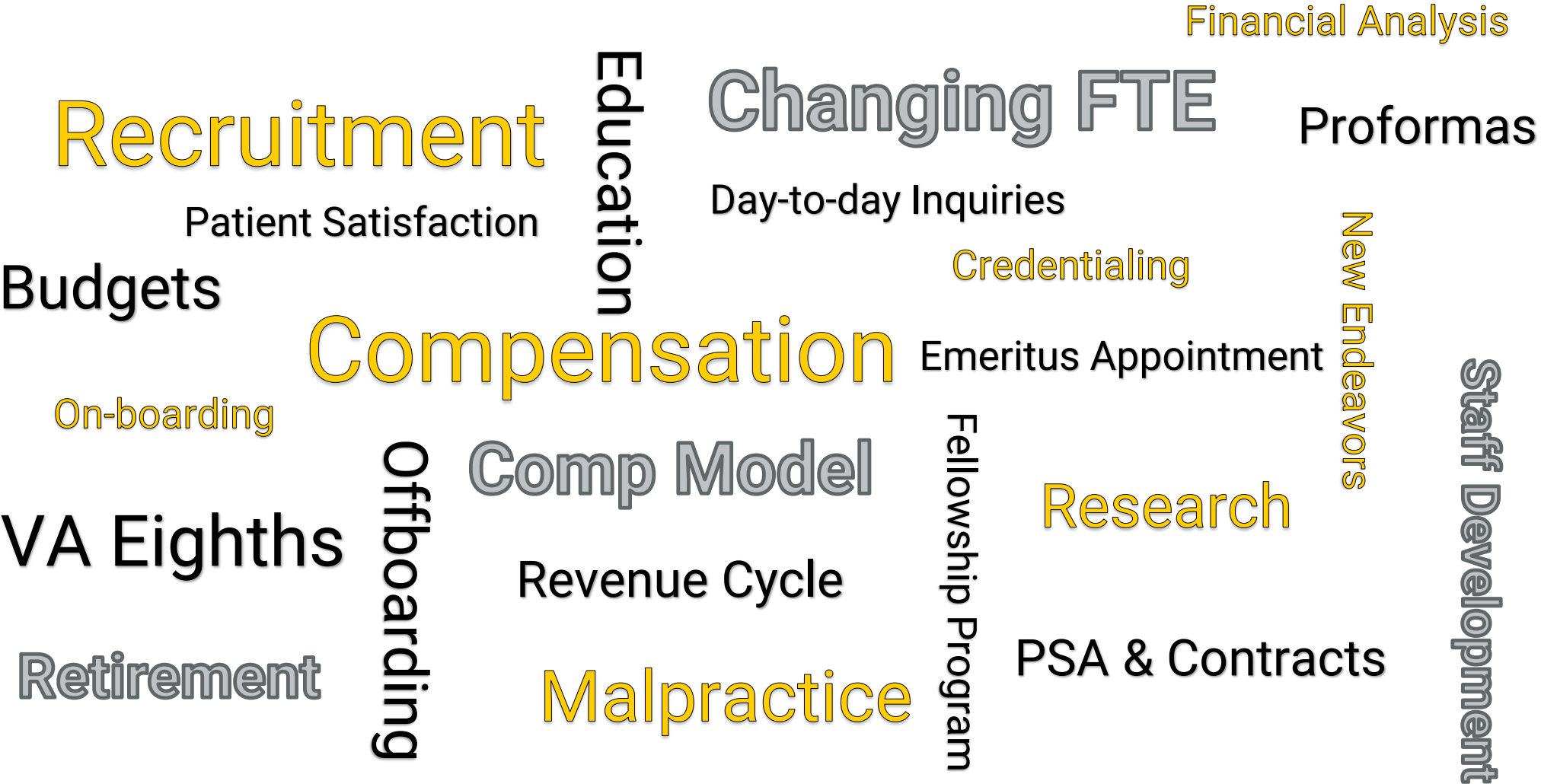
Sam Bredlau
Pulmonary, Critical Care, and
Occupational Medicine



Greg Hamilton
Supportive and Palliative Care
Hospitalist Program

Division Administrators

Clinical Assignments



Departmental Tools & Resources

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 or 319-356-7162

Ask IM Reporting

Grant Profile

Physician
Compensation
Statement

Clinical
Productivity

Faculty Profile


Annual Review
Form

Schedule
Reporting

Grant Profile

- Faculty specific document:
 - Outlines every grant proposal with individual faculty involvement (PI and other roles)
 - Separates proposals by awarded, submitted, terminated, and not funded
 - Resource to quickly and easily obtain comprehensive summary of total funding and/or extramural salary support
 - Requires the grants administrative office is made aware of all grant submissions, including federal grants, VA awards, internal awards, foundation grants, etc.

Physician Compensation Statement

	Name	
	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>		
Mission	Base Salary	
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>	
Total UI Annual Salary Before Incentive	\$198,800	

- Up-to-date snapshot of individual UI salary and clinical productivity
- Updated quarterly and available for access via AskIM
- Please direct questions and inquiries to your Division Administrator

Clinical Productivity

- Physician and Advanced Practice Provider Clinical Productivity
- Comprehensive set of reports:
 - RVU productivity by individual or division
 - Billing reports including units billed by CPT code and procedure logs

Faculty Profile

- Faculty focused report outlining overarching details of faculty appointment
 - Track, division, rank
 - Appointment information including start date and years in rank
- Mechanism to track reappointment, promotion, etc.
- Additional resource for tracking grant support

Annual Review Form

Faculty

- Required to be completed each year
- Department streamlines process through Ask IM
- Ask IM form prepopulates certain information to aid in more comprehensive review

Advanced Practice Providers

- Required to be completed each year
- Completed through Self Service form maintained by University

Schedule Reporting

- Faculty and Advanced Practice Provider scheduling report
- Generated from QGenda schedule
 - Providers are encouraged to use QGenda for tracking their clinical schedule
 - Please speak with your Division Administrator regarding your division-specific QGenda instructions
 - Ask IM data provides mechanism for counting and tracking clinical expectations

Compensation Model

Faculty Compensation

Advanced Practice Providers

- No current compensation plan specifically designed and implemented for Advanced Practice Providers
- Compensation for APPs follows university plan guides for specific job type and classification
- Please speak with your Division Administrator for questions pertaining to compensation



Faculty Compensation Plan

- Overarching components of Faculty Compensation Plans:
 - 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
- Your Division Administrator is the expert on your Division-Specific Plan

Departmental Compliance Policy

- Clinical Compliance (UIP Documentation)
 - Level 2 UIP non-compliance : Loss of \$100 of enrichment dollars per occurrence (2 weeks to resolve prior to additional reduction)
 - Level 3 UIP non-compliance: Loss of \$200 of enrichment dollars per occurrence (2 weeks to resolve prior to additional reduction)
- Education Compliance
 - Minimum of 80% of evaluations completed within 30 days of end of rotation. Failure to meet minimum requirement results in loss of \$100 of enrichment dollars per rotation
- Research Compliance
 - Grant Reporting: Greater than 30 days overdue will result in loss of \$100 of enrichment dollars per month in non-compliance
- All Other Compliance (trainings, license, DEA, etc.)
 - \$100 loss of enrichment funds for every 30-day increment in non-compliance standing
- Any loss of enrichment funding will be reduced from the faculty enrichment allocation for the following fiscal year. Any total loss exceeding allocated enrichment funding will be deducted from potential incentive payments.
 - Compliance performance during period of April 1st-March 31st will be used to calculate subsequent fiscal year enrichment penalties.

Examples

- Dr. Jones receives \$1,500 per fiscal year in enrichment funding:
 - August 10, 2024: Dr. Jones has 5 outstanding compliance trainings
 - October 15, 2024: Dr. Jones completes all outstanding compliance trainings:
 - Dr. Jones will have \$1,300 available for FY26 enrichment funds:
 - \$100 reduction for non-compliance during August-September
 - \$100 reduction for non-compliance during September-October
- Dr. Smith receives \$1,500 per fiscal year in enrichment funding
 - Dr. Smith receives a Level 2 UIP non-compliance notice in November 2024 and resolves in the outstanding documentation in December 2024
 - Dr. Smith receives a Level 3 UIP non-compliance in January 2025 and resolves outstanding documentation in March 2025
 - Dr. Smith will have \$1,000 available FY26 enrichment funds:
 - \$100 reduction for 1 month in Level 2 UIP non-compliance
 - \$400 reduction for 2 months in Level 3 UIP non-compliance

Departmental Philanthropic Endeavors

Department of Internal Medicine

UI HEALTH CARE PHILANTHROPY



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

FY25 Areas of Focus:

- Support for research and discovery
- Support to ensure access to premiere medical education and training
- Support for exceptional patient care
- Support for our people
- Grateful patient and family referrals and interactions

Philanthropic activities in 2023



- 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

We need your feedback!

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

THANK YOU

IOWA
HEALTH CARE

Welcome to the Department

→ medicine.uiowa.edu/internalmedicine



IOWA
HEALTH CARE

We want your feedback!



DEPARTMENT OF INTERNAL MEDICINE
NEW PROVIDER ORIENTATION
August 14, 2024

IOWA
HEALTH CARE

EDUCATION

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

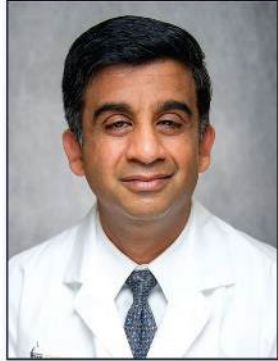
Medical Student Education



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

DEPARTMENT OF INTERNAL MEDICINE

Undergraduate Medical Education Leadership



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 

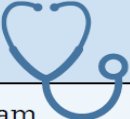
- **Renal/electrolytes:** Chronic kidney disease, Acute kidney injury, Electrolytes (potassium and sodium)
- **Cardiology:** Acute coronary syndrome, Congestive heart failure, Hypertension
- **Pulmonary:** Chronic obstructive pulmonary disease, Venous thromboembolic disorders, Pneumonia
- **Hematology:** 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.

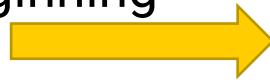
Please read through the Mistreatment Policy and the Clerkship Goals & Objectives.

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.

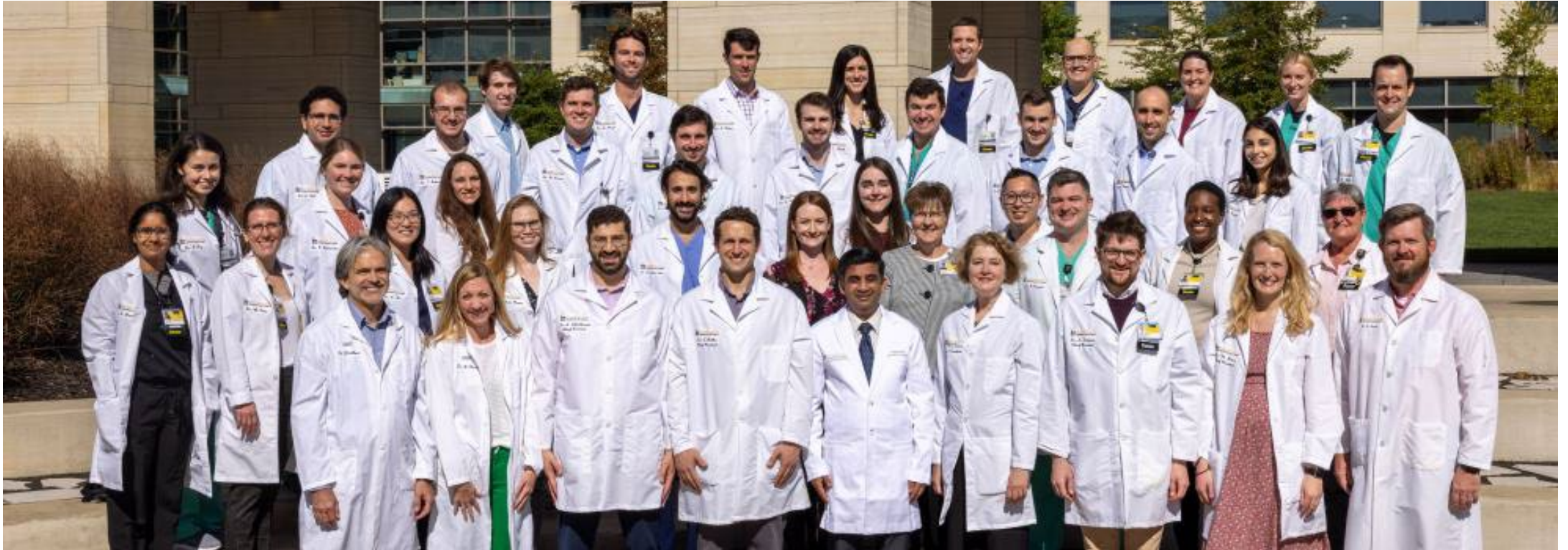
Following activities specifically need facilitators (see catalog and available teaching opportunities)

- 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



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

DEPARTMENT OF INTERNAL MEDICINE

IOWA RESIDENCY PROGRAM LEADERSHIP

Director



Manish Suneja, MD

**Director
Educational Development**



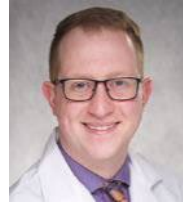
Jane Rowat, MS

**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**

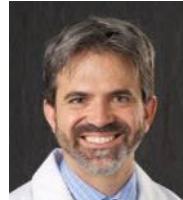


Mark Wilson, MD

Associate Directors



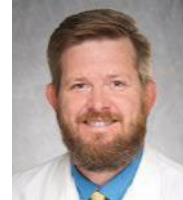
Andy Bryant, MD



Brian Gehlbach, MD

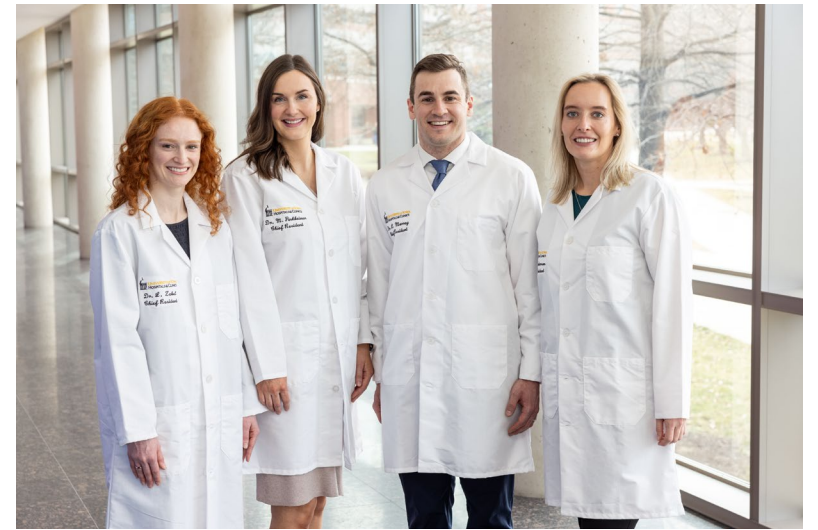


**Krista Johnson,
MD, MME**



Justin Smock, MD

Chief Residents 2024-25



Lauren Zebel, MD

Luke Morrey, MD

Marie Finkbeiner, MD

Rachel Anderson, MD

Assistant Director



Jennifer Strouse, MD

Administrators



**Cindy Batzkiel
Program Administrator**



**Abbey Gilpin
Associate Program
Administrator**



**Stacy Sueppel
Program Coordinator**



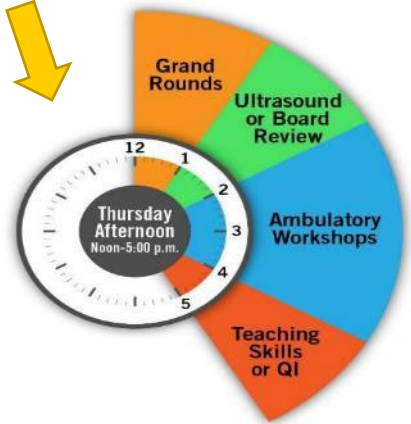
**Denise Floerchinger
Fellowship Program
Administrator**

Residency Schedule: X+Y → 4+1 Schedule



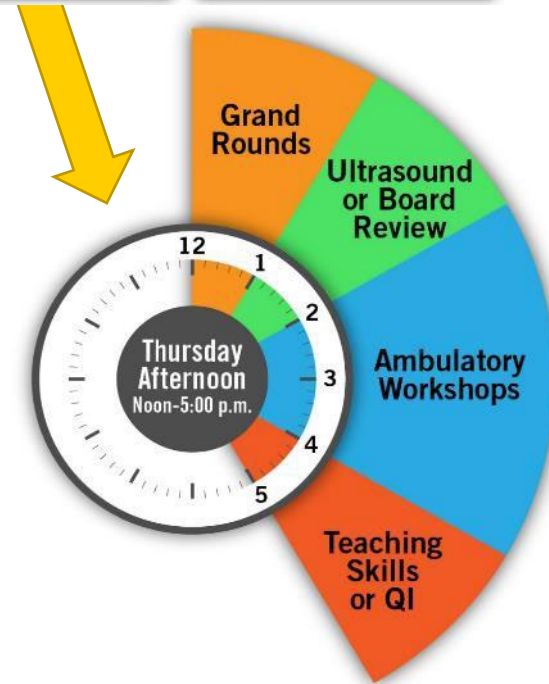
↓

	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



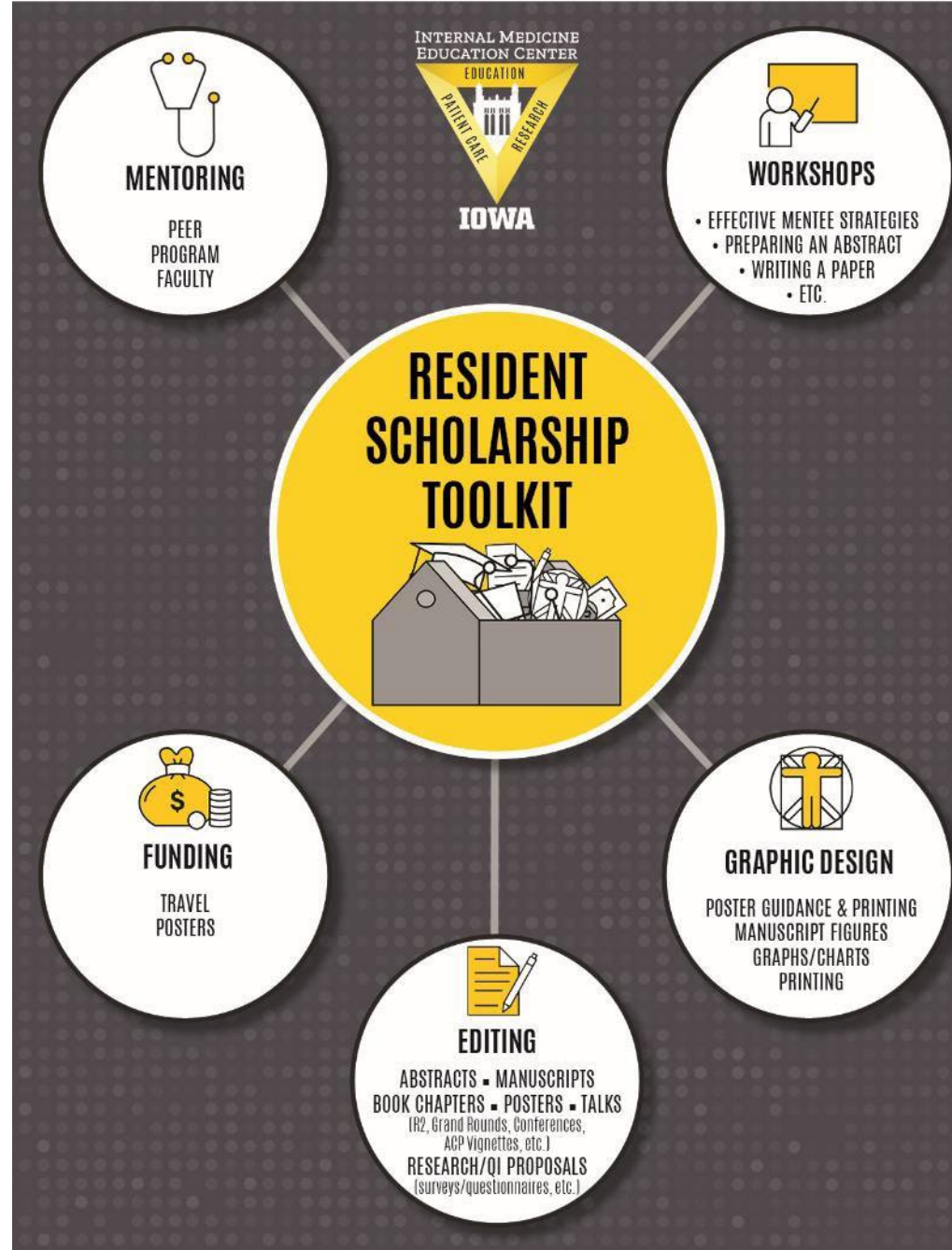
The Ambulatory Week Schedule

	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)

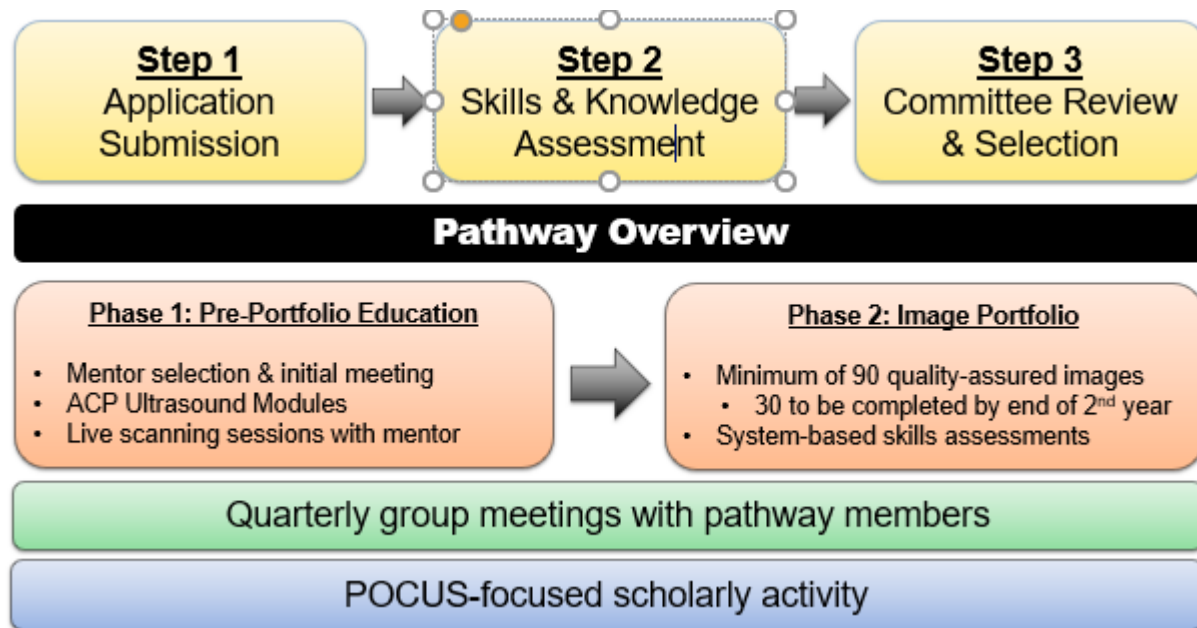
Distinction in Medical Education Residents

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

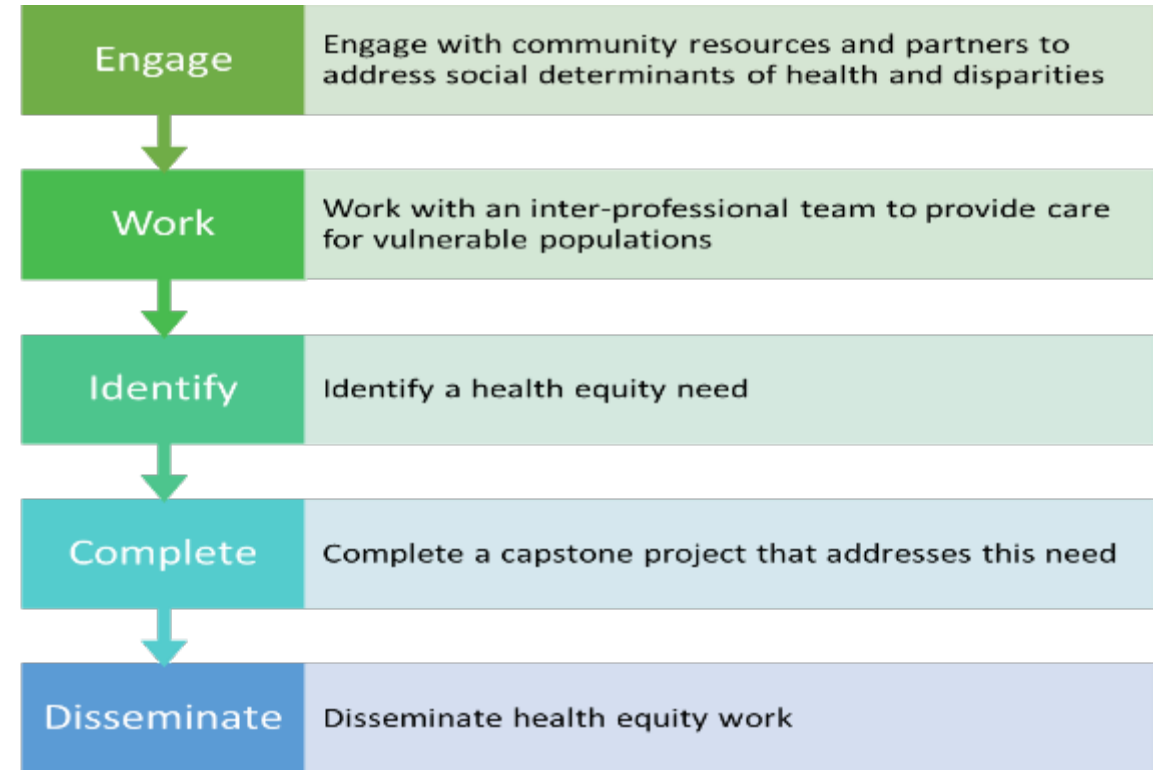


Multiple Distinction Pathways: Ultrasound (POCUS Distinction)

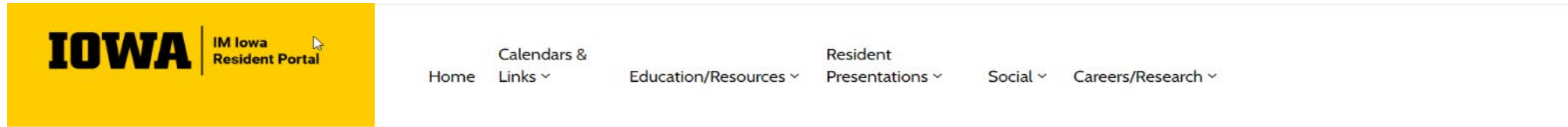
Point-of-Care Ultrasound Pathway for Internal Medicine Residents



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.

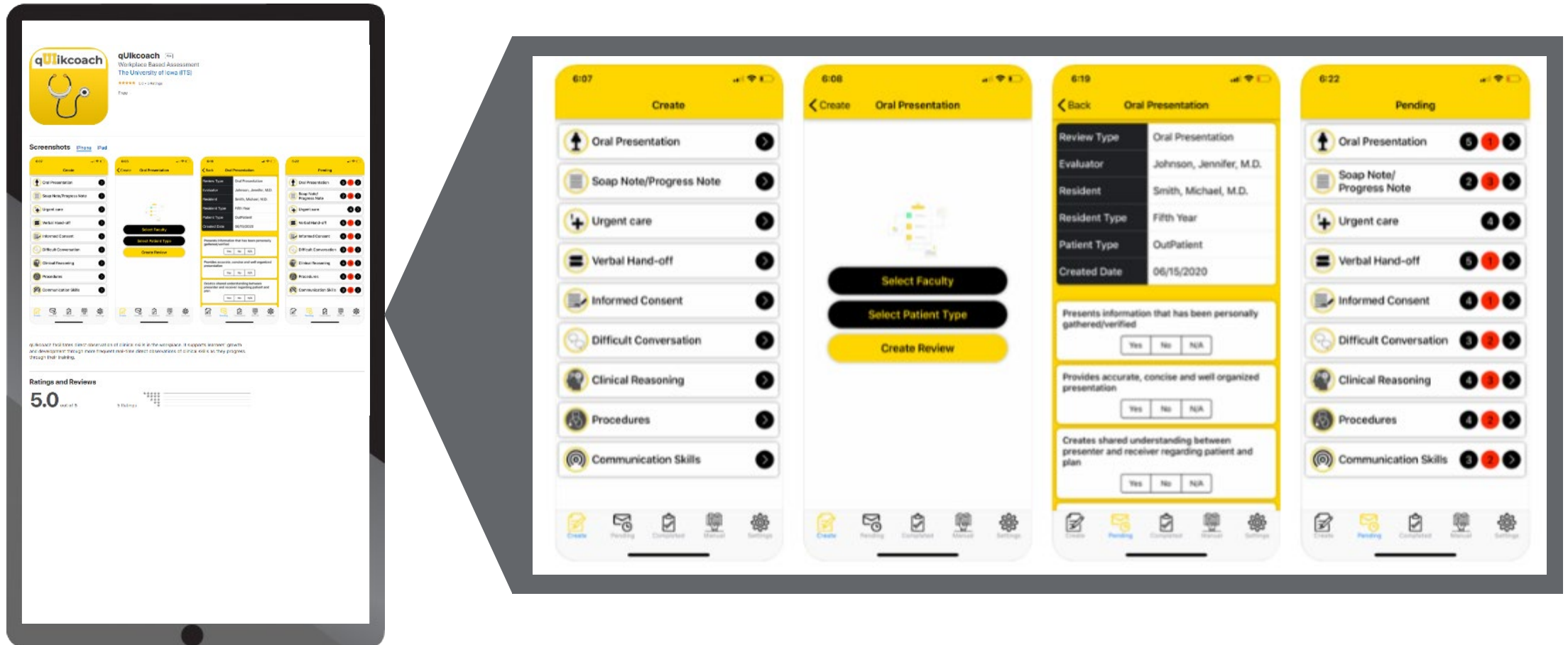
Faculty Resources/Opportunities

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 is "Office of Consultation and Research in Medical Education (OCRME)". A secondary navigation bar lists various categories: 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 reads: "NOTICE Up-to-date information regarding COVID-19 for College of Medicine students and researchers". Below the banner, the breadcrumb trail is "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



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

DEPARTMENT OF INTERNAL MEDICINE

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

IOWA
HEALTH CARE

Welcome to the Department

→ medicine.uiowa.edu/internalmedicine



IOWA
HEALTH CARE

We want your feedback!



DEPARTMENT OF INTERNAL MEDICINE
NEW PROVIDER ORIENTATION
August 14, 2024

IOWA
HEALTH CARE

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 (PI and DEO)
- 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

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

Promotion Review

- Assess accomplishments in:
 - Teaching (Clinical, Tenure)
 - Scholarship/professional productivity (Research, Clinical, Tenure)
 - Service (Research, Clinical, Tenure)

Accomplishments are ‘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 (Focus on scholarship)

- 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.
 - Evidence of fulfillment of important responsibilities in the research enterprise
- Professor: additional criteria
 - Clear evidence of regional or national recognition by peers.

Promotion in the Clinical Track

- To Associate Professor:
 - Convincing evidence that the candidate is an effective teacher.
 - Evidence of progress toward a record of professional productivity beyond clinical service
 - Departmental, Collegiate, and/or University service.
- To Professor:
 - Continued evidence that the candidate is an effective teacher.
 - Evidence of a record of professional productivity beyond clinical service
 - Ongoing Departmental, Collegiate, and/or University service.
 - Evidence of regional or national recognition by peers.

Promotion in the Tenure Track

- To Associate professor:
 - Convincing evidence that the candidate is an effective teacher.
 - Demonstration of scholarly achievement, supported by substantial publications
 - Departmental, Collegiate, and/or University service.
 - Evidence of regional recognition by peers.
- To Professor:
 - Continued evidence that the candidate is an effective teacher.
 - Demonstration of ongoing growth in scholarly achievement
 - Ongoing Departmental, Collegiate, and/or University service.
 - 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 links for "Education", "Research", "Patient Care", "About Us", "Departments", and "News & Events". A secondary navigation bar includes "For Faculty", "Faculty HR Administration", "For Department Chairs", "Upcoming Events", "About Us", and "Contact Us". A prominent notice banner reads: "NOTICE Up-to-date information regarding COVID-19 for College of Medicine students and researchers".

The main content area is titled "Promotion and Tenure" and includes the following sections:

- 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

IOWA
HEALTH CARE

Welcome to the Department

→ medicine.uiowa.edu/internalmedicine



IOWA
HEALTH CARE

We want your feedback!



DEPARTMENT OF INTERNAL MEDICINE
NEW PROVIDER ORIENTATION
August 14, 2024

IOWA
HEALTH CARE

IOWA CITY VAMC

Bradley S. Dixon, MD
Chief of Medicine

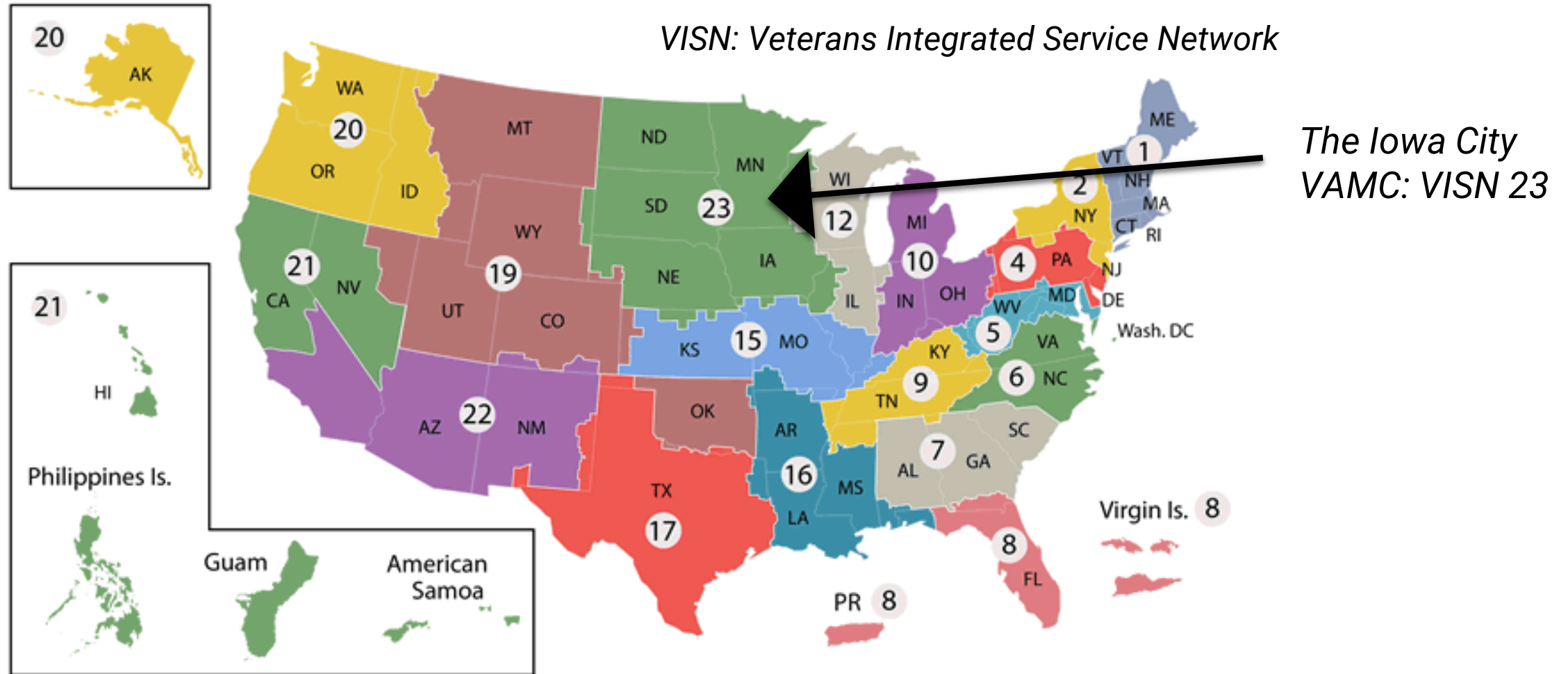
Justin Smock, MD
Deputy Chief of Specialty Medicine

Mark Yorek, PhD
Associate Chief of Staff for Research

Objectives: Why to LOVE the VA

- 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.

The Iowa City VAMC is one of 170 Medical Centers



The Iowa City VAMC serves a wide geographic area

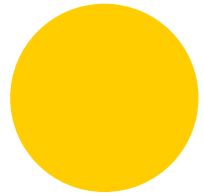
- Inpatient: 53 beds (43 medicine & 10 ICU/SD)
- Outpatient:
 - Specialty medicine clinics (Iowa City)
 - Resident primary care clinics (Iowa City)
 - CBOCs (community-based outpatient clinics)

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

Illinois: Galesburg, Quincy and Sterling



Iowa City VA Mission



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

- 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

- 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

- 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

- 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

- 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
 - Bill Nauseef – 2024

Overview of Research Program

- 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

- 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

- 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

- 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

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

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

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

John Hilligas (Secretary): John.Hilligas@va.gov

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

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

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

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

THANK YOU

IOWA
HEALTH CARE

Welcome to the Department

→ medicine.uiowa.edu/internalmedicine



IOWA
HEALTH CARE

We want your feedback!



DEPARTMENT OF INTERNAL MEDICINE
NEW PROVIDER ORIENTATION
August 14, 2024

IOWA
HEALTH CARE

RESEARCH

Chad Grueter, PhD

Vice Chair of Research

Lori Bassler

Director, Research Administration & Financial Operations

Research in Internal Medicine

- # 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 47th and Internal Medicine ranked 44rd.

Research administration in Internal Medicine

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

- **Lori Bassler**
Director, Research Administration & Financial Operations
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
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
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?

- 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

[Office of Animal Resources](#)

[Email Directory](#)

[Comparative Pathology Laboratory](#)

[Paul Naumann](#)

[Genome Editing Core Facility](#) (formerly the Transgenic and Genome Manipulation Core Facility)

[William Paradee, PhD](#)

[Metabolic Phenotyping](#)

[Jamie Soto](#)

[Small Animal Imaging Facility](#)

John Sunderland, PhD
saic@uiowa.edu

[Tissue Procurement Core Facility](#)

[C. Michael Knudson, PhD](#)

Bioengineering, Biosafety Labs and cGMP Facilities

[Bioengineering Services](#)

[Dennis Wilson](#)

Biosafety Level III Laboratories

[Dana Ries](#)

[Center for Biocatalysis and Bioprocessing](#)

Mani Subramanian, PhD
Mitch Rotman
biocatalysis@uiowa.edu

Free Radical Biology Resources

[Electron Spin Resonance Facility](#)

[Brett Wagner, MS](#)

[Radiation and Free Radical Research Facility](#)

[Douglas Spitz, PhD](#)

[Center for Biocatalysis and Bioprocessing](#)

Mani Subramanian, PhD
Mitch Rotman
biocatalysis@uiowa.edu

Research Events in Internal Medicine

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



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









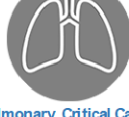
Research Groups-lab websites

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](#)

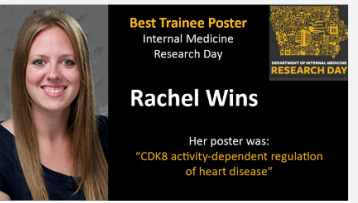
IOWA Grueter Lab SEARCH

[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

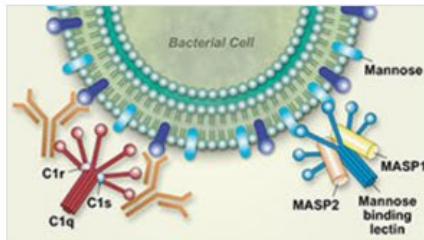
Her poster was:
"CDK8 activity-dependent regulation of heart disease"

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

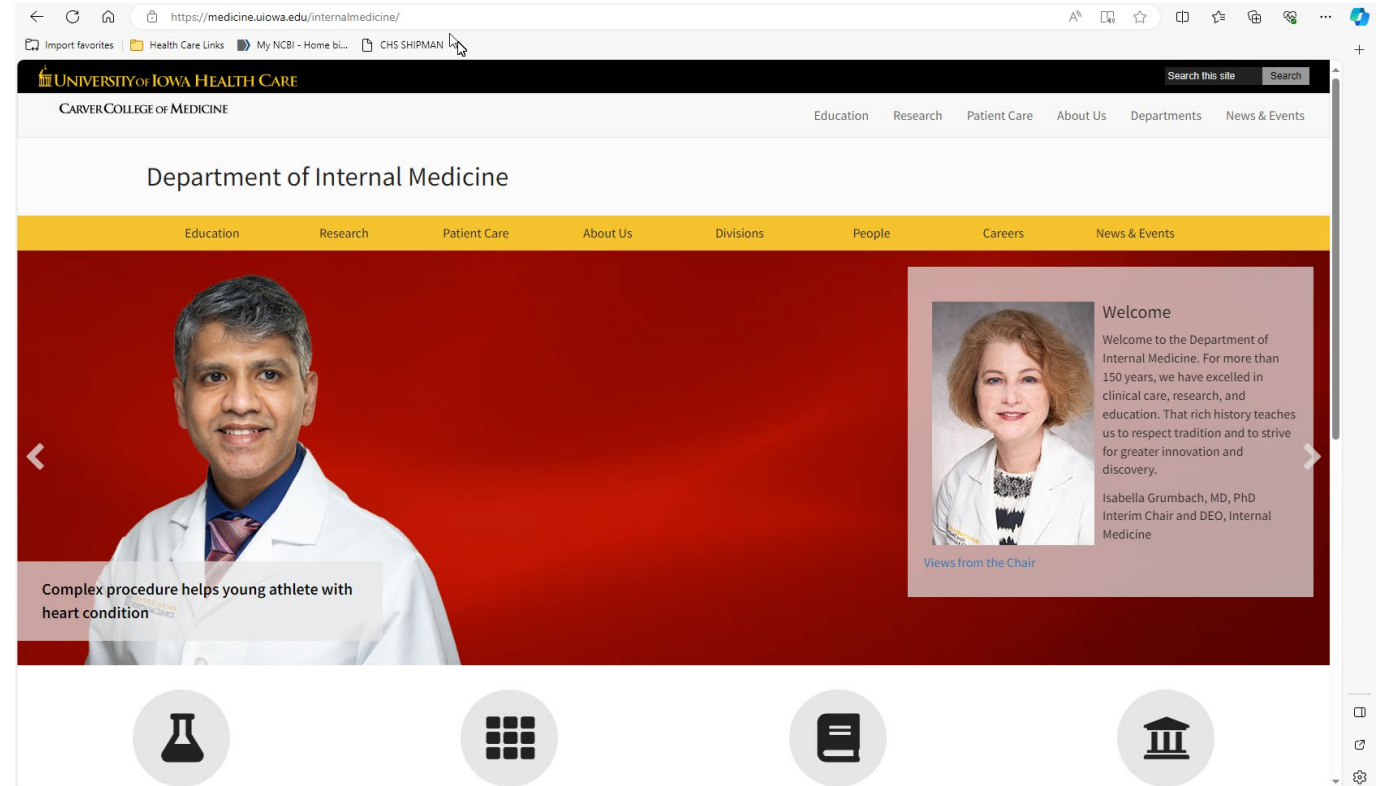
Educational Technology Services

Lori Strommer Pace

Database Group

Thomas Callahan

Gennadiy Maksymov



Internal Funding Opportunities

CCOM:

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

OVPR: Offerings change yearly with announcements made to all faculty.

THANK YOU

IOWA
HEALTH CARE

Welcome to the Department

→ medicine.uiowa.edu/internalmedicine



IOWA
HEALTH CARE

We want your feedback!

