

DEPARTMENT OF INTERNAL MEDICINE  
NEW PROVIDER ORIENTATION  
February 4, 2025



# DEPARTMENT ADMINISTRATION

**Kristin Goedken, MBA**  
Associate Clinical Department Administrator

# Topics

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

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# Administrative Team Overview

# Faces in Administration



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



**Kaila Boothroy**  
Human Resources  
Director



**Thomas Callahan**  
Senior Application  
Developer



**Nikki Carney**  
Human Resources  
Associate



**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



**Gennadiy Maksymov**  
Data Analyst



**Sherry Mattison**  
Executive Assistant  
to the Chair



**Amy McDonald**  
Senior Business  
Analyst



**Jack Oller**  
Human Resources  
Associate



**Grant Worthington**  
Clinical Department  
Administrator

# Division Administrators

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**Molly Flynn**  
Cardiovascular Medicine



**Collin Just**  
Endocrinology and Metabolism



**Hilary Humphrey**  
Gastroenterology and Hepatology



**Jamie Paul**  
General Internal Medicine  
Hospital Medicine (Interim)



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



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



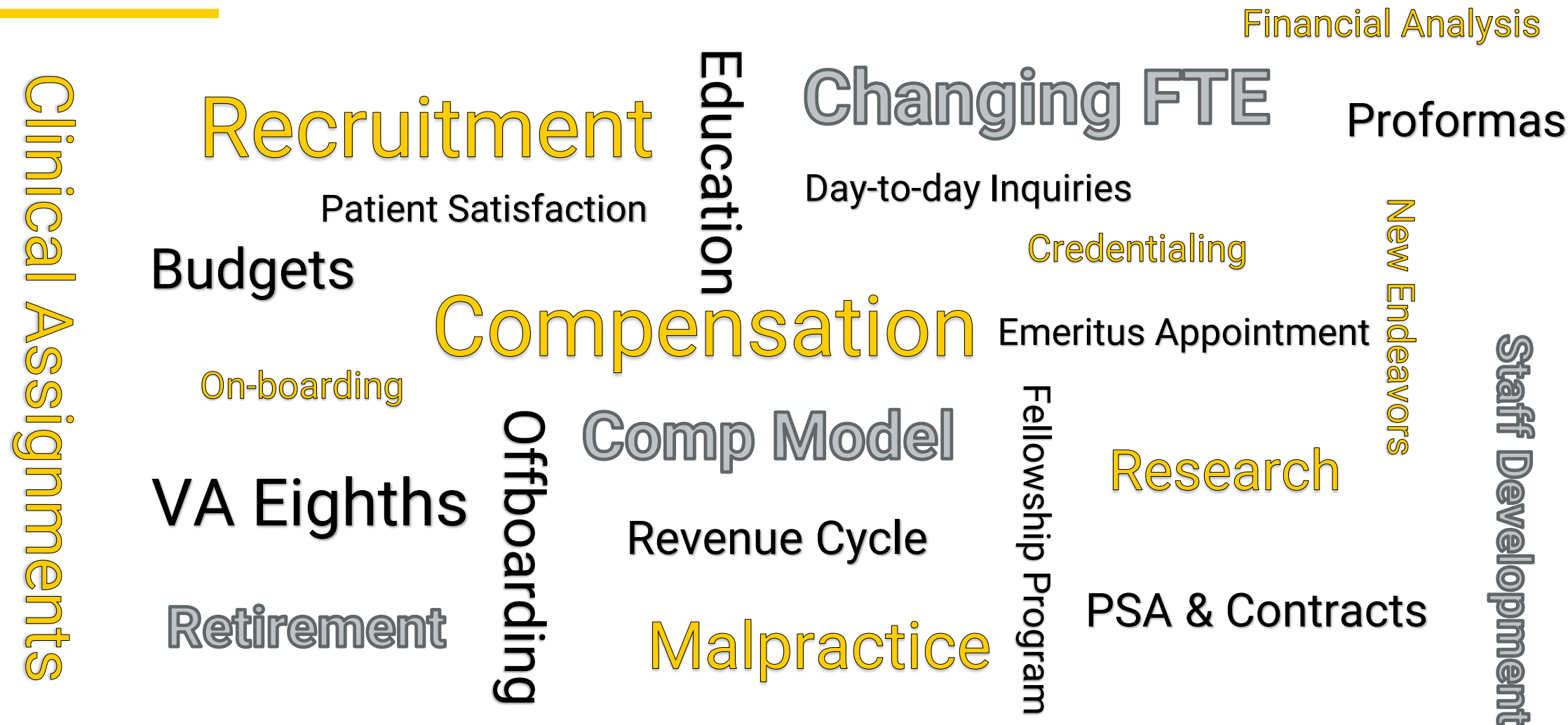
**Jackie Kersten**  
Nephrology



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

# Division Administrators

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# Departmental Tools & Resources

# Application Development/Database Team

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Quick solutions and/or long-term data needs



Oracle based technology & availability of other tools



Data manipulation, entry, & presentation



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



# Ask IM Reporting

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Grant Profile

Clinical  
Productivity

Faculty  
Profile

Annual  
Review Form

Schedule  
Reporting

# Grant Profile

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- 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.

# Clinical Productivity

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- 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

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- 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

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## 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
- Opportunity to meet with your Division Director to discuss your prior year success and upcoming goals
- Upcoming edited timelines
  - December-January: Faculty complete form
  - January-February: Faculty meet with Division Director
  - March 1<sup>st</sup>: Review due to Dean's Office

## Advanced Practice Providers

- Required to be completed each year
- Completed through Self Service form maintained by University
- Tool opens in November
- November-March: Employee completes self review and meets with supervisor
- Reviews are due by March 31<sup>st</sup>

# Schedule Reporting

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- 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

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# Compensation Model

Faculty Compensation

# Advanced Practice Providers

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- 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

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- 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

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# **Departmental Philanthropic Endeavors**

**Department of Internal Medicine**

# UI HEALTH CARE PHILANTHROPY



Center for  
Advancement

*Proud to Support the Department of Internal Medicine*



**HAYDEN BEVELACQUA**

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**SCOTT SMITH**

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## 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 2024

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- **Support received in 2024**
  - **\$75,000** to provide support for research in the area of interstitial lung disease – Sean Tully
  - **\$50,000** in support of Dr. Terry Wahls and her multiple sclerosis research – MS Run in the US
  - **\$50,000** pledged gift to support the Dr. Richard Kerber Cardiovascular Medicine Fellowship Fund – Michael Muellerleile, MD
  - **\$25,000** to provide Fellowship Program support for the Division of Pulmonary Medicine – Ihab and Colleen Hassan
- **Total Productivity:**
  - FY24: \$6.9 million
  - FY23: 7.1 million
  - FY22: \$7.3 million

# **We need your feedback!**

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

# THANK YOU

**IOWA**  
HEALTH CARE

## Welcome to the Department

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



**We want your feedback!**

