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# Welcome to UW School of Medicine

UNIVERSITY *of* WASHINGTON

# UW Medicine New Faculty Welcome Feedback Survey

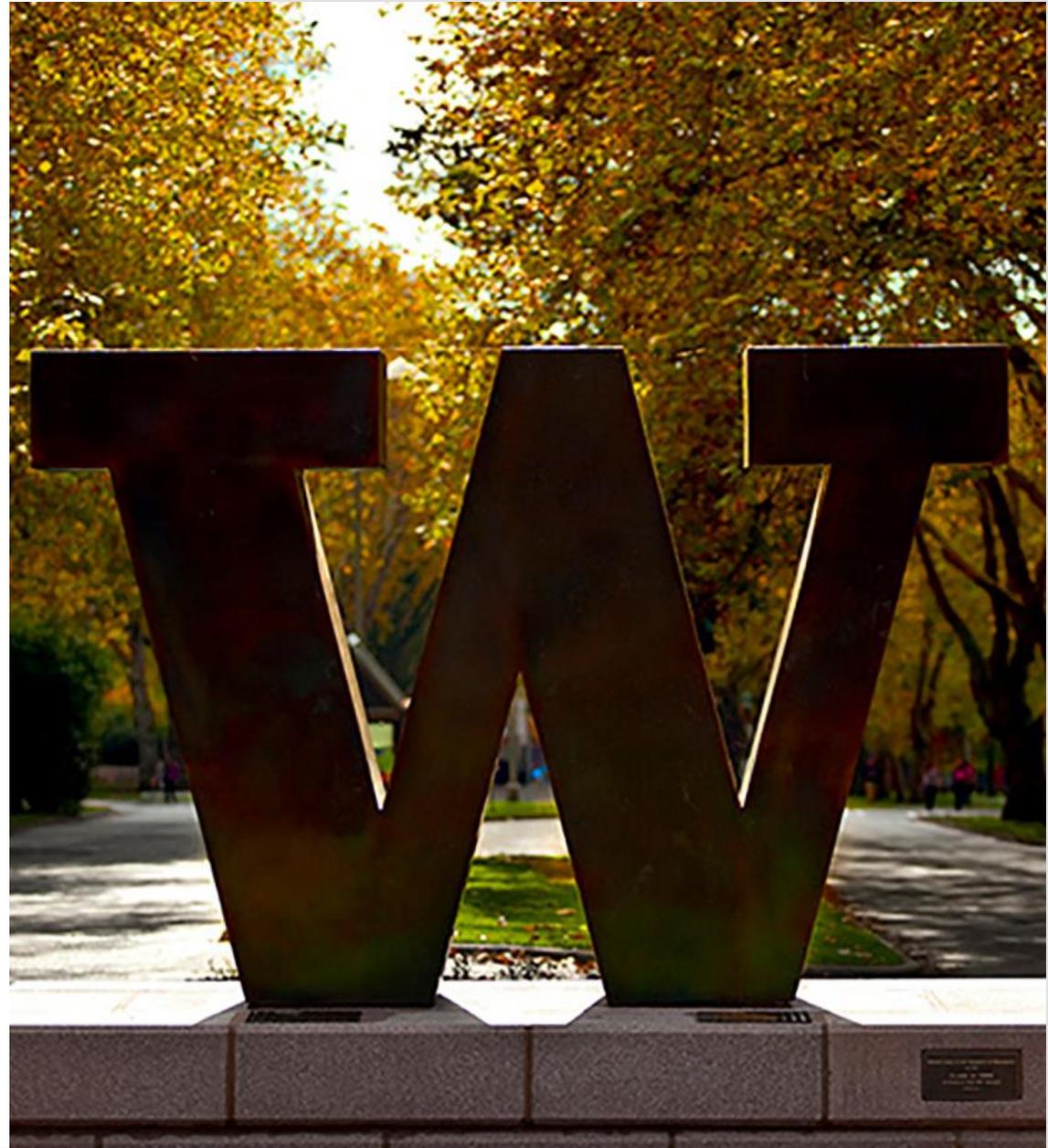


# WELCOME!!!

You are joining an outstanding community of scientists, educators, and clinicians.

Our goal is to help you succeed in your many roles.

We have many resources to help you thrive!



# Today's Agenda

- Tell you who we are
- Explain what we think makes us special
- Answer some common questions
- Provide you with resources that can help you grow and thrive here

---BREAK---

- UW Medicine Practice Plan
- Clinical resources





# What is your department?



# What do you do?



**Where did you live before this job?**

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# Who We Are

UNIVERSITY *of* WASHINGTON

# UW SoM Mission and Vision

## Mission

To improve the health of the public

## Vision

We lead the transformation of health and healthcare through collaborative discovery and education, aspiring to create just, equitable, and healthy communities in the WWAMI region and beyond

UW Medicine

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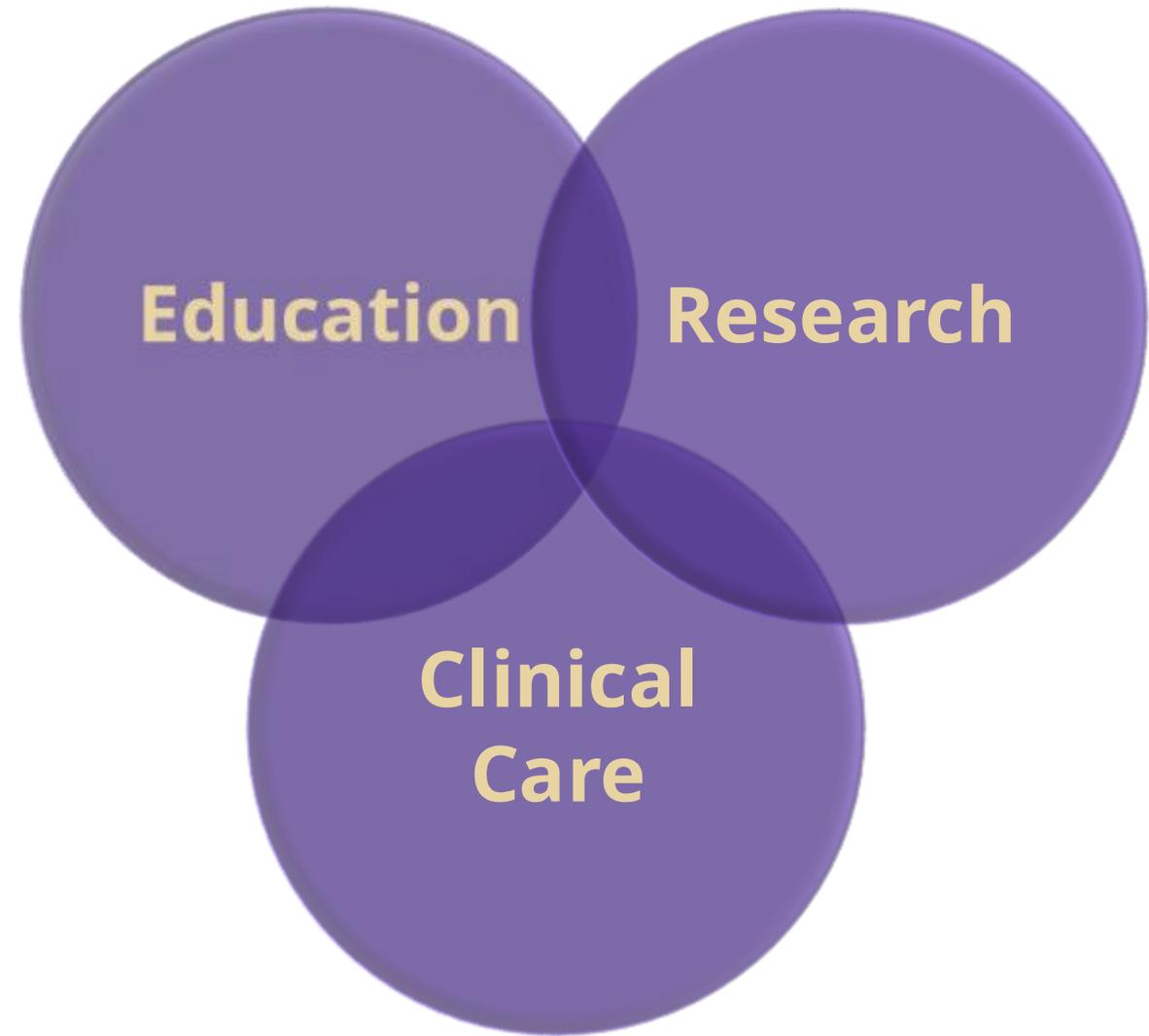
UW Medicine

UW SCHOOL  
OF MEDICINE



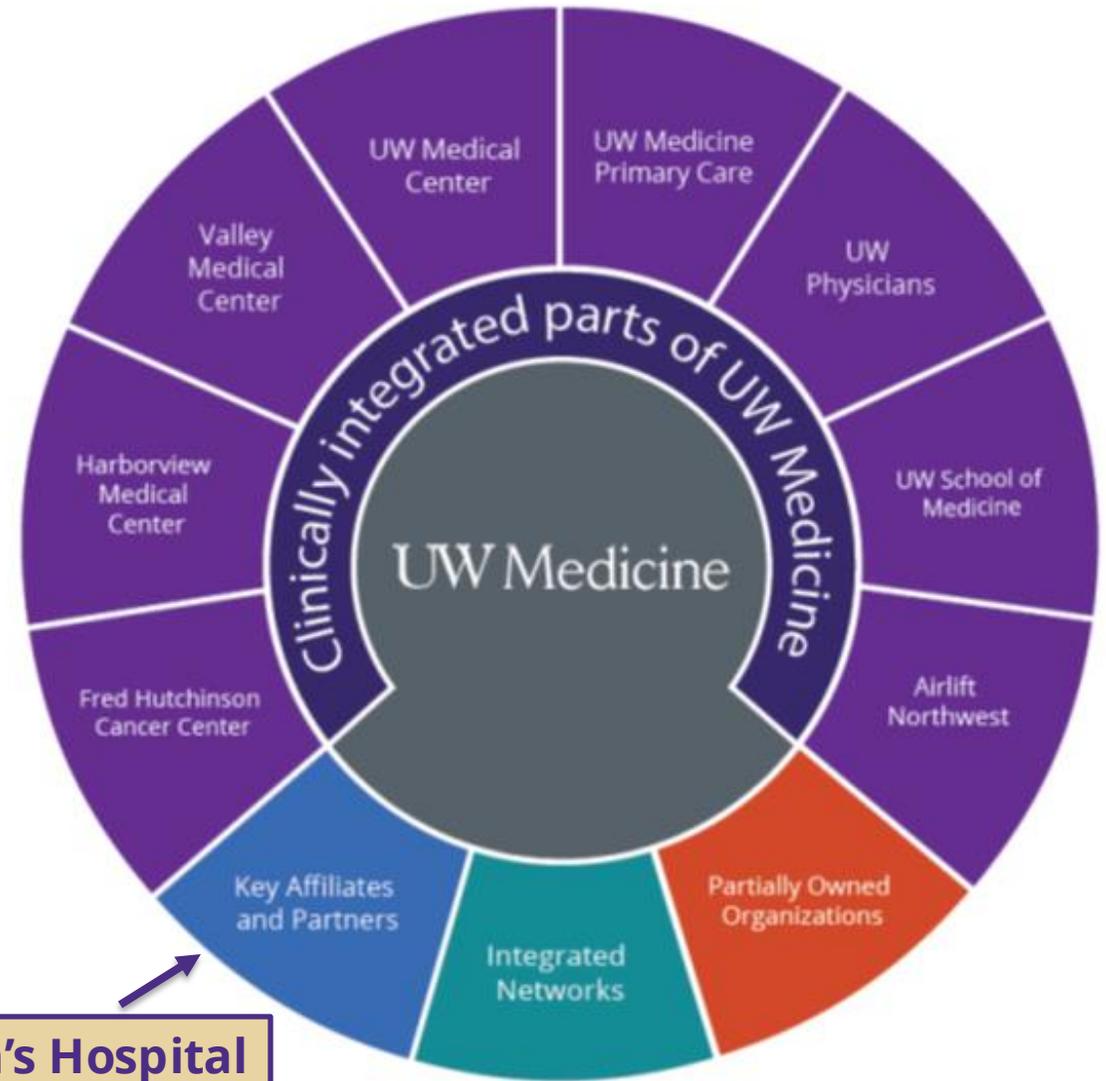
# UW SoM Values

Collaboration  
Curiosity  
Empathy  
Equity, Diversity, & Inclusion  
Excellence  
Integrity  
Service



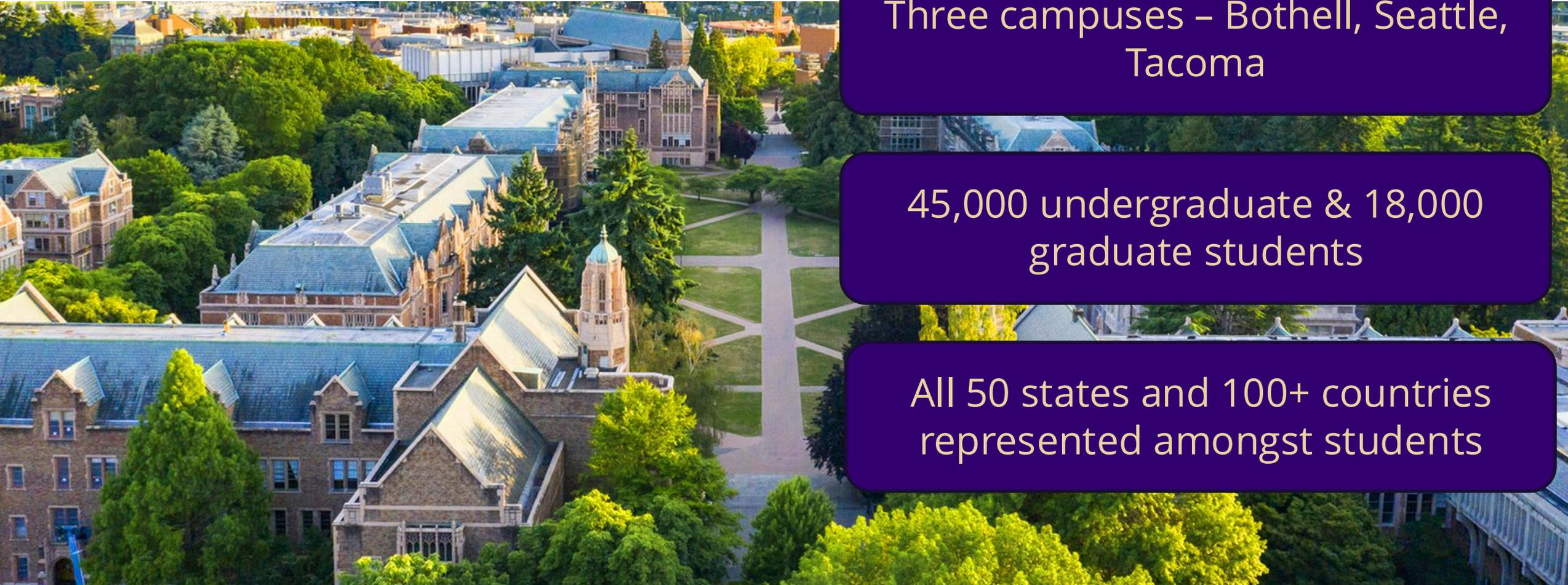
# You are part of UW Medicine

- Umbrella for 8 entities
- If you are a faculty member in the SoM, **you are member of the UW Medicine community**
- You may work at an affiliated organization and **you are a member of the UW Medicine community**



Seattle Children's Hospital  
VA Puget Sound

# You are part of the University of Washington

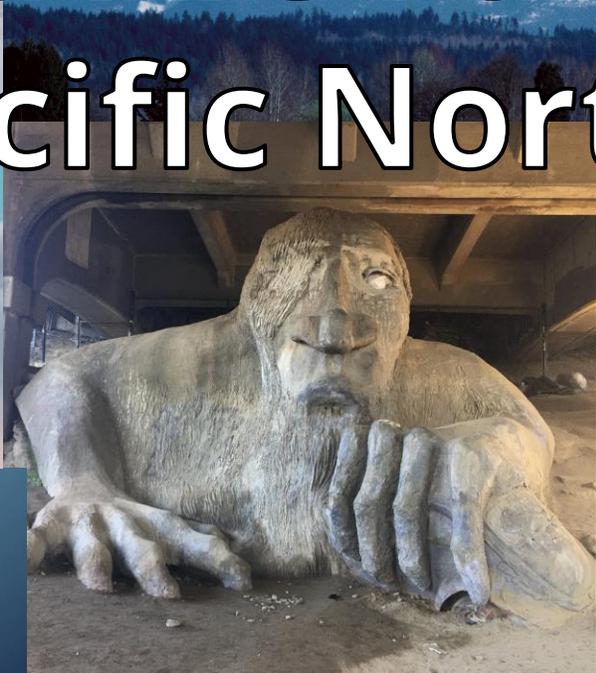


Three campuses – Bothell, Seattle, Tacoma

45,000 undergraduate & 18,000 graduate students

All 50 states and 100+ countries represented amongst students

# You Are Part of the Pacific Northwest!



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# What Makes Us Special

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**WWAMI**



# What does WWAMI stand for?



# WWAMI

5000+ faculty in the Seattle area

~6000 faculty across WWAMI

Teaching students and trainees

Engaging in research



**What year did WWAMI start?**



# From Primary Care to Quaternary Care

UW Medicine Primary Care reaches all of Puget Sound

Partner with rural healthcare centers across WWAMI

Only Level I Trauma Center in the region

Solid organ & stem cell transplant, ECLS & cardiac devices, clinical trials in all areas

# 31 Departments Working as One

19 clinical departments

13 biomedical research departments

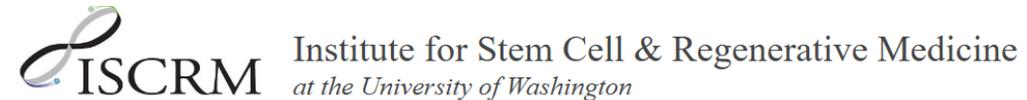
90+ research centers and institutes

15 biomedical research doctoral programs

Numerous integrated clinical programs



CAMBIA PALLIATIVE CARE  
CENTER OF EXCELLENCE



# We Prioritize Well-Being



<https://faculty.uwmedicine.org/wellbeing-and-support/>



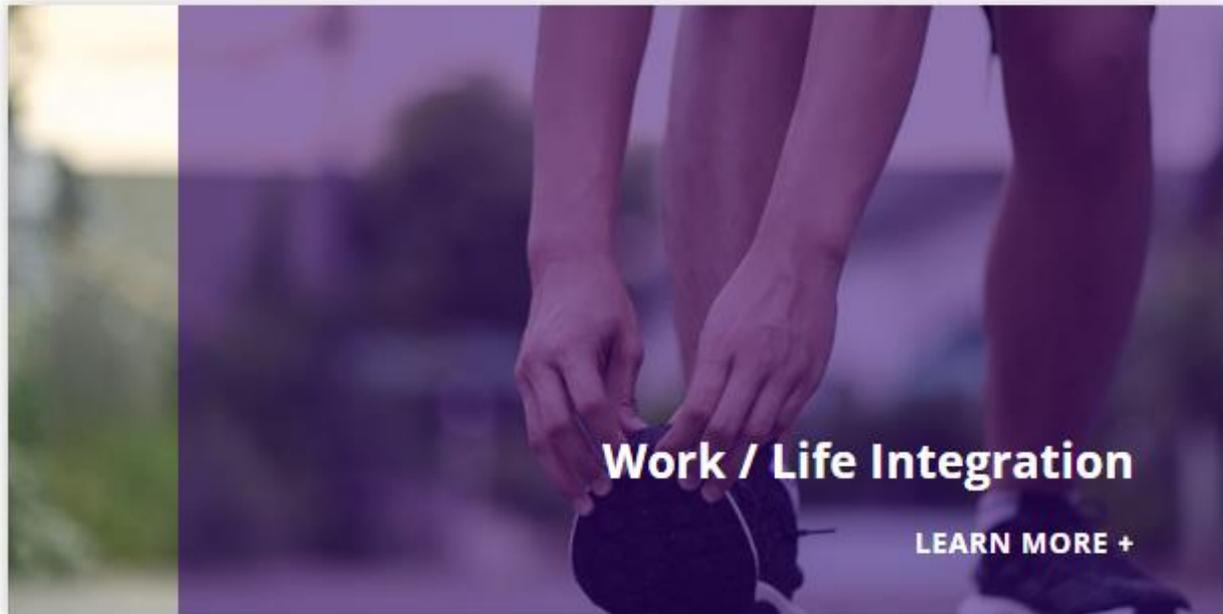
## **Resilience Programming**

[LEARN MORE +](#)



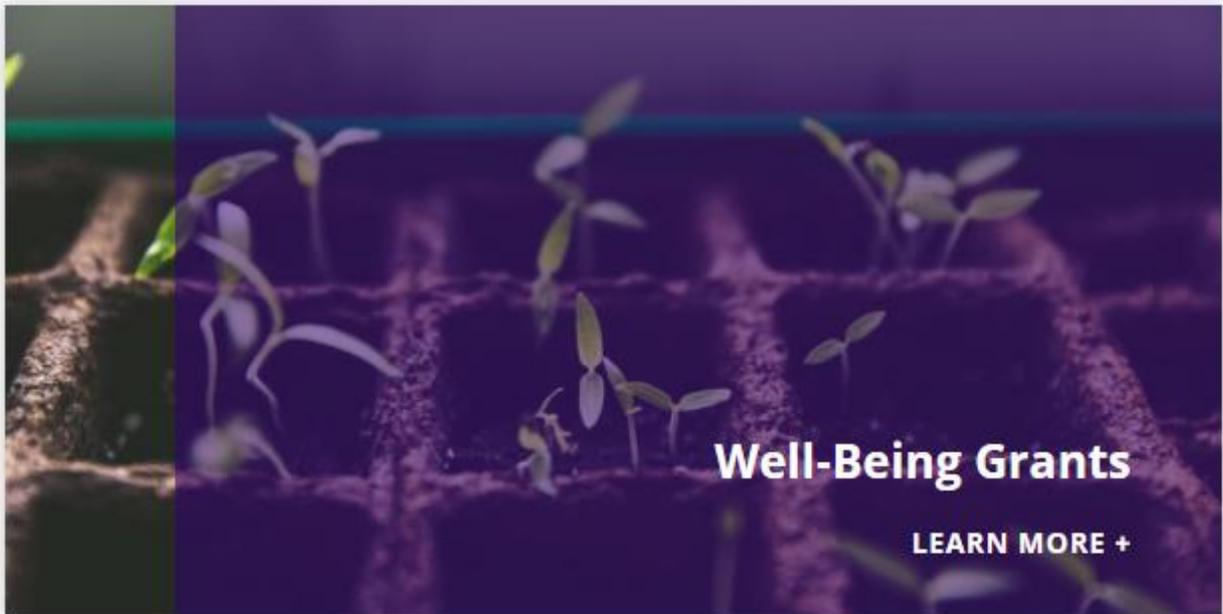
## **UW Supports and Mental Health Resources**

[LEARN MORE +](#)



## **Work / Life Integration**

[LEARN MORE +](#)



## **Well-Being Grants**

[LEARN MORE +](#)

# We Prioritize Well-Being

UW Medicine

**PEER TO PEER** PROGRAM



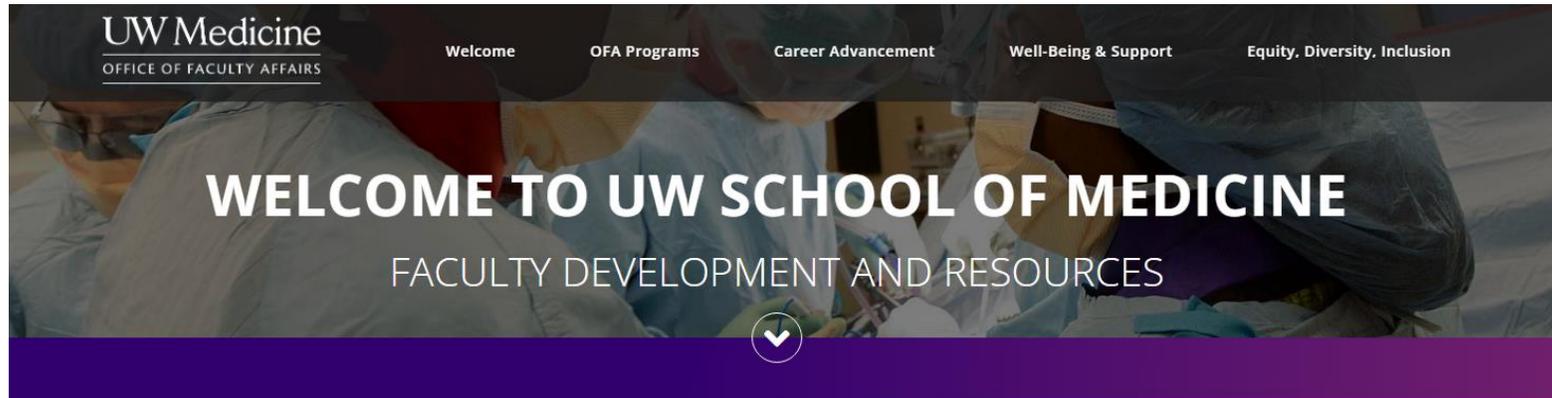
## We Prioritize Well-Being

- FREE assistance to any UW employee and their household members
- Confidential services include:
  - Individual Counseling
  - Relationship Counseling
  - Financial and legal guidance
  - Critical and traumatic incident response

**24/7 support:**  
**Phone: 877-313-4455,**  
**Web: [eap.wa.gov](http://eap.wa.gov)**



# The Office of Faculty Affairs



Welcome! We are committed to supporting our faculty in career advancement and finding value at work. We hope to help answer frequently asked questions for our entire faculty community, including new faculty. If you can't find what you need, let us know!

**The mission of the UW School of Medicine Office of Faculty Affairs is to support and empower our community of faculty to learn, grow, and thrive**

[faculty.uwmedicine.org](https://faculty.uwmedicine.org)





**What is the title of Thrivecast episode #60?**

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# Let's Answer Some Common Questions

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# Where can I get support for teaching?



## INNOVATE, COLLABORATE, & EDUCATE WITH CLIME

Access expert resources, find events, and stay up to date with The Center for Learning and Innovation in Medical Education.

<https://clime.washington.edu/>

# What's available for career development?

## OFA Workshops

- Healthcare finance
- Leadership
- Promotions
- Well-being

## Success for Underrepresented Faculty (SURF)

## Individual and Group Coaching

- Transforming Your Career

## Rising Leaders



# Where can I get support to advance my research?

## ITHS

### Career Development Series

- How to write an NIH K Award
- Mastering public speaking as a researcher
- Communicating findings visually
- **12-week grant writing program**
- **Interdisciplinary team science resources**



<https://www.iths.org/>

# Where can I get support to advance my research?

## Research and Graduate Education (RGE)

- Funding opportunities
- Principal Investigator Quick Start Resources
- Mentorship training

## UW/SoM Libraries

<https://research-grad-ed.uwmedicine.org/>  
<https://hsl.uw.edu/>

## Research Mentor Education

### Improving Research Mentoring Relationships

Research & Graduate Education has partnered with the School of Medicine Office of Faculty Affairs and the Fred Hutchinson Cancer Center Office of Education and Training (OET) in offering a formal research mentor education program. This program meets the National Institutes of Health (NIH) mentor training requirements for institutional training grants effective January 2025.



UW Medicine

*Home / Education & Training*

# How do I become a better clinician?



## **UW CME is free to all faculty!**

- Departmental Grand Rounds
- Educational Conferences
- ECHO programs

## **Quality Improvement through the Center for Scholarship in Patient Care Quality and Safety**

- Certificate program
- QI Scholars

<https://uw.cloud-cme.com/default.aspx>

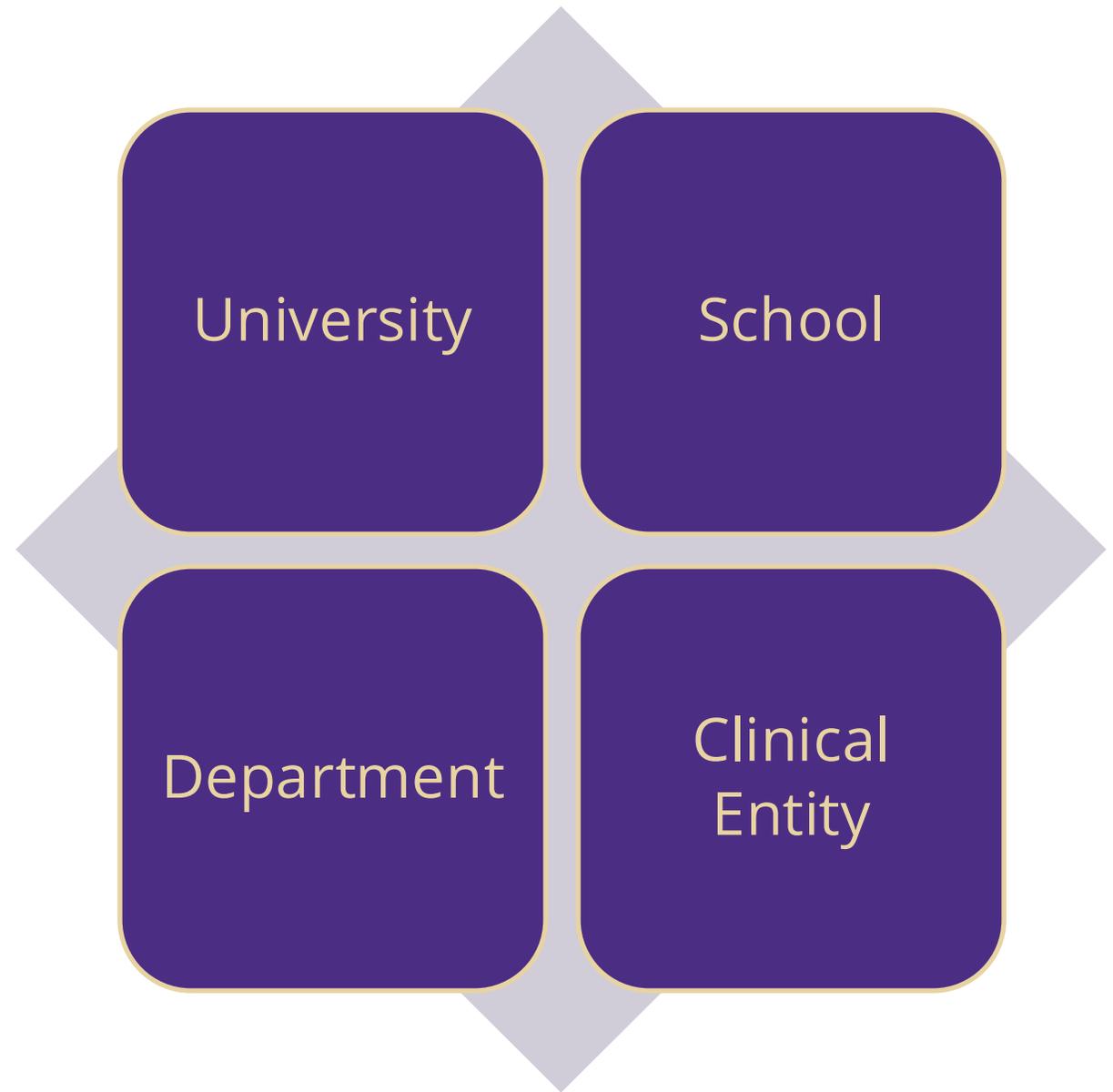
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# Resources and Where to Find Them

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# Where Do I Go for Help?

Different types of support from each level of the organization



# Where To Find Help

IF YOU...	THEN...
Would like to report an incident of bias, discrimination or harassment	

# Where To Find Help

IF YOU...	THEN...
Would like to report an incident of bias, discrimination or harassment	Use the <a href="#">UW Medicine Bias Reporting Tool</a> and consult the <a href="#">Civil Rights Compliance Office</a>

# Where To Find Help

IF YOU...	THEN...
Need information on UW leave and FMLA resources	

# Where To Find Help

IF YOU...	THEN...
Need information on UW leave and FMLA resources	Start here: <a href="#">UW Leave and FMLA Resources</a>

# Where To Find Help

IF YOU...	THEN...
Have questions about disability accommodations	

# Where To Find Help

IF YOU...	THEN...
Have questions about disability accommodations	Consult <a href="#">Disability Services</a>

# Where To Find Help

IF YOU...	THEN...
Want to learn more about healthcare equity and pathway programs at UW Medicine	

# Where To Find Help

IF YOU...	THEN...
Want to learn more about healthcare equity and pathway programs at UW Medicine	Check out, and get involved, with the <a href="#"><u>Office of Healthcare Equity (OHCE)</u></a> !

# Where To Find Help

IF YOU...	THEN...
<p>Have questions about:</p> <ul style="list-style-type: none"><li>• Clinical protocols &amp; resources</li><li>• Conflict in clinical spaces</li><li>• Clinical leadership roles</li></ul>	

# Where To Find Help

IF YOU...	THEN...
<p>Have questions about:</p> <ul style="list-style-type: none"><li>• Clinical protocols &amp; resources</li><li>• Conflict in clinical spaces</li><li>• Clinical leadership roles</li></ul>	<p>Start with your <b>clinical faculty lead(s)</b>, such as your division head</p> <p>For conflicts, schedule a consult with the Ombud (<a href="mailto:ombuds@uw.edu">ombuds@uw.edu</a>)</p>

# Where To Find Help

IF YOU...	THEN...
<p>Have questions about:</p> <ul style="list-style-type: none"><li>•Promotion reviews</li><li>•HR concerns</li><li>•Funding opportunities</li><li>•Research Resources</li><li>•Educational roles</li></ul>	

# Where To Find Help

IF YOU...	THEN...
<p>Have questions about:</p> <ul style="list-style-type: none"><li>•Promotion reviews</li><li>•HR concerns</li><li>•Funding opportunities</li><li>•Research Resources</li><li>•Educational roles</li></ul>	<p>Start with your <b>department leaders</b> (e.g., Vice Chairs, Chair, Academic HR)</p>

# Where To Find Help

IF YOU...	THEN...
<p>Have questions about collaborations or work outside UW</p>	

# Where To Find Help

IF YOU...	THEN...
Have questions about collaborations or work outside UW	Start by reviewing <b>university</b> guidance:  <a href="#"><u>Outside Professional Work for Compensation</u></a> (policy and approval form)

# Where To Find Help

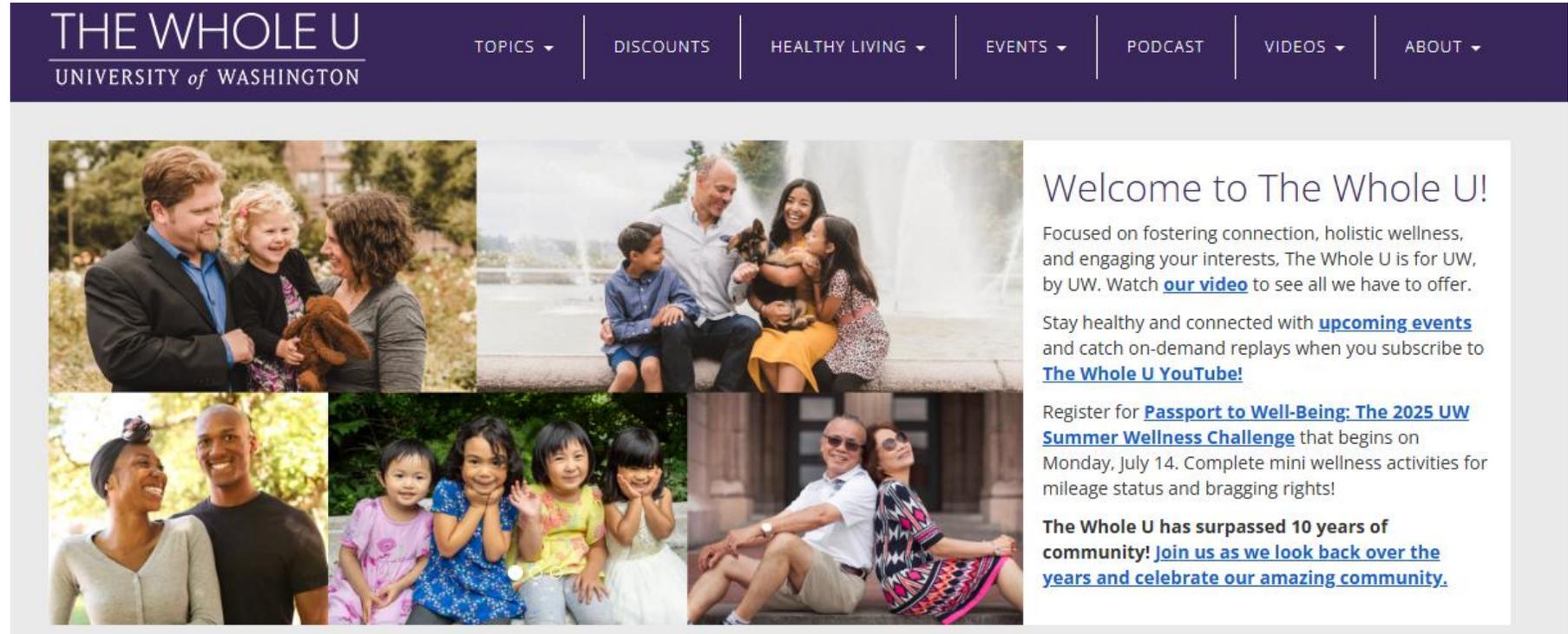
IF YOU...	THEN...
<p>Have questions about retirement and benefits</p>	

# Where To Find Help

IF YOU...	THEN...
Have questions about retirement and benefits	Attend separate Benefits orientation session (held monthly)  Contact - UW: <a href="mailto:benefits@uw.edu">benefits@uw.edu</a> UWP: <a href="mailto:uwpben@uw.edu">uwpben@uw.edu</a> CUMG: <a href="mailto:CUMGBen@uw.edu">CUMGBen@uw.edu</a>

# Perks for Working at UW

- U-PASS
- Free NYT subscription
- Backup childcare through Bright Horizons



The screenshot shows the top navigation bar of the 'THE WHOLE U' website, which is part of the University of Washington. The navigation bar is dark purple with white text. The main content area features a grid of five photographs showing diverse families and individuals in various settings, such as a man and woman with a child, a family with a dog, a couple, and a group of children. To the right of the photos is a text box with a white background and a light purple border. The text in the box is as follows:

**THE WHOLE U**  
UNIVERSITY of WASHINGTON

TOPICS ▾ | DISCOUNTS | HEALTHY LIVING ▾ | EVENTS ▾ | PODCAST | VIDEOS ▾ | ABOUT ▾

## Welcome to The Whole U!

Focused on fostering connection, holistic wellness, and engaging your interests, The Whole U is for UW, by UW. Watch [our video](#) to see all we have to offer.

Stay healthy and connected with [upcoming events](#) and catch on-demand replays when you subscribe to [The Whole U YouTube!](#)

Register for [Passport to Well-Being: The 2025 UW Summer Wellness Challenge](#) that begins on Monday, July 14. Complete mini wellness activities for mileage status and bragging rights!

The Whole U has surpassed 10 years of community! [Join us as we look back over the years and celebrate our amazing community.](#)

[thewholeu.uw.edu](http://thewholeu.uw.edu)





## Stuff to Bookmark

- [Office of Healthcare Equity \(OHCE\)](#)
- [The Institute of Translational Health Sciences \(ITHS\)](#)
- [Office of Faculty Affairs](#)
- [Career Advancement](#)
- [CME](#)
- [Equity, Diversity, Inclusion](#)
- [OFA Programs](#)
- [Well-Being and Support](#)
- [UW Medicine Factbook](#)
- [UW Homepage](#)

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# Meet Our Team

UNIVERSITY *of* WASHINGTON



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[somfacultyaffairs@uw.edu](mailto:somfacultyaffairs@uw.edu)

<https://faculty.uwmedicine.org/>





**What's one helpful resource you learned about today?**

A low-angle photograph of large, dark blue, 3D block letters spelling the letter 'N'. The letters are set against a bright blue sky with a sunburst effect from the sun positioned behind the letters. The background is filled with lush green trees, and a white contrail is visible in the upper right corner of the sky.

**We are here to help you  
thrive!**

# UW PHYSICIANS PRACTICE PLAN



# What We'll Cover

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Legal &  
Corporate  
Structure

Relationship  
to UW

Key Documents  
& Policies

Board of Trustees  
& Committees

Practice and  
Business  
Operations

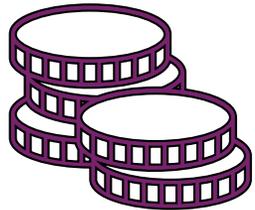
# About UW Physicians

**3,000**

Physicians and other healthcare professionals who are active faculty at the UW School of Medicine



Licensed to practice throughout the WWAMI region (Washington, Wyoming, Alaska, Montana, Idaho)



Annual fee-for-service revenue of \$557M from 6.9M wRVUs



Supported by FPPS, an entity of UW Medicine that specializes in billing, coding and administrative services for faculty practice plans

# About Faculty Practice Plan Services



Our mission is to serve our patients by supporting our physicians and advanced practice providers

## VISION

Through innovation, business excellence and collaboration with our UW Medicine partners, we deliver accurate, timely and cost-effective billing, collection and other administrative services to our physicians

# Legal Status



**UW Physicians  
501(c)(3)  
Non-Profit Corporation**

## **UW Physicians is a Washington state non-profit corporation**

- Federal tax-exempt entity
- Legally separate from the UW
- Formed to support the UW School of Medicine
- Does not distribute its income to its members, directors or officers (no owners)

# Corporate Structure



**Governed by a  
Board of Trustees**

**Physicians and practitioners are  
employee members**

**Four categories of membership:**

- Member
- Associate
- Limited Associate
- Volunteer (not compensated)



## Why was UW Physicians formed?

“for the benefit of the UW School of Medicine exclusively for charitable, educational and scientific purposes, and to aid in performing certain functions of and to carry out certain purposes of the School of Medicine”

*Articles of Incorporation*

# Relationship to the School of Medicine



## UW Physicians helps attract, retain and compensate faculty physicians

- Incentive compensation
- Additional benefits
- Billing, coding and administrative support
- Expenses shared among the UW Physicians departments

# Board of Trustees



**19** Chairs of UW School of Medicine  
Clinical Departments *Ex-Officio*

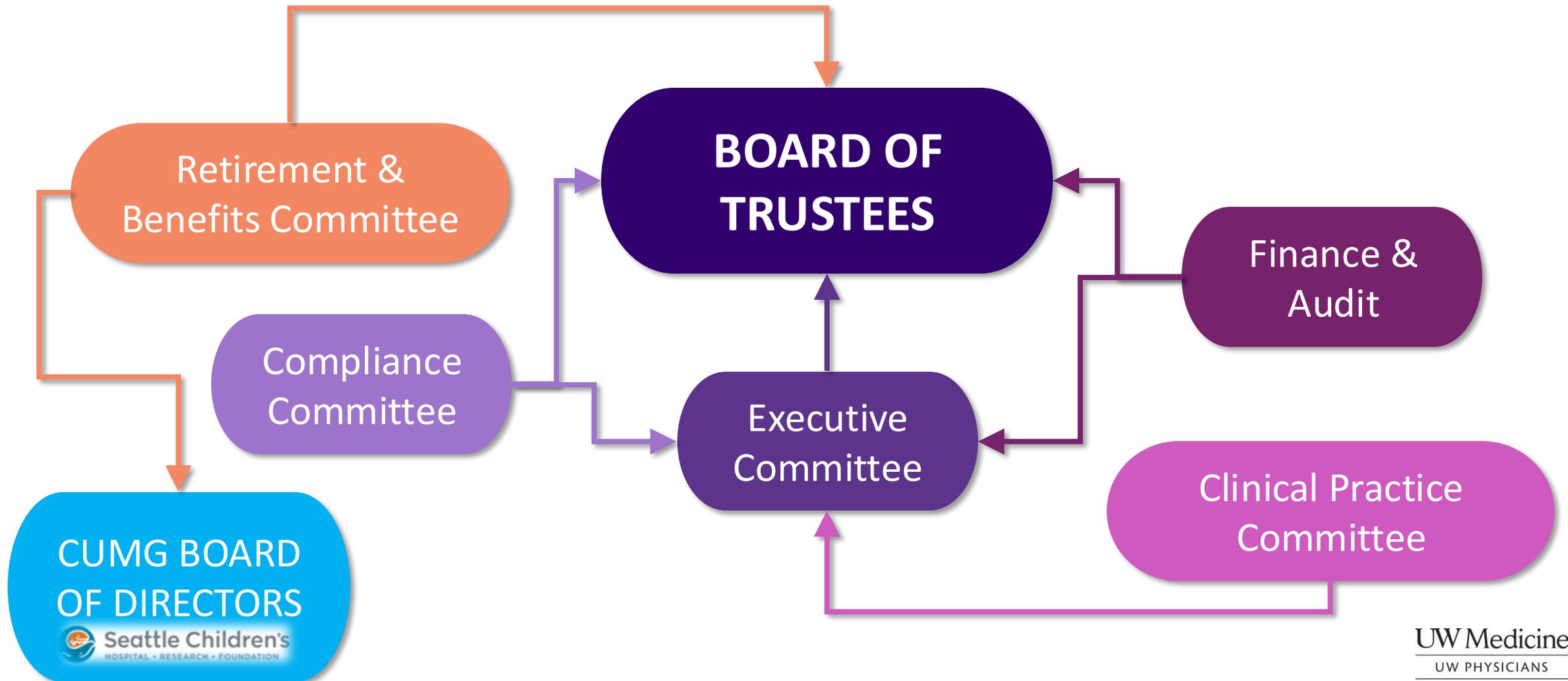
**6** Elected At-Large Members  
*3 years, non renewable*

**2** Medical Directors (UW Medicine  
Primary Care, Fred Hutch Cancer  
Center) *Ex-Officio*

**1** President of UW Physicians  
*4 years, renewable*

**1** Vice President  
*Trustee, non renewable*

# UW Physicians – Board Committee Structure



# UWP Champions

**UWP members who educate colleagues with respect to compliance, documentation and revenue cycle issues**

- Share information regarding UW Physicians initiatives.
- Reflect back to UW Physicians leadership priorities and concerns from their department members.
- UWP Champions need not be in other department leadership positions to be eligible.
- Interested members can indicate willingness to serve to their Division Head or Department Chair

# Operating Agreement



## **UW Physicians**

- ✓ authorized to use UW facilities
- ✓ devotes income to the UW School of Medicine

## **UW**

- ✓ must approve changes to its Articles or Bylaws that substantially alter the character or conduct of UW Physicians
- ✓ provides professional liability coverage to UW Physicians members when providing clinical care
- ✓ Dean must approve physician compensation
- ✓ owns the medical records

# Non-Competition Policy

Applies to Full Time  
Physicians in  
Surgical  
Departments and IR

- Maintains patient populations and minimizes loss of program investments
- 18 months and 30 miles from the individual's primary site(s) of practice
- Waivers and modifications by the Dean

# Additional Compensation

## UWP maintains a Master Income Distribution Plan

- The "plan" governs payment of additional compensation for all healthcare professionals of UWP eligible to participate therein.
- Amended and restated IDPs govern the use of fees generated by UWP members in individual Departments of UWP and shall function in compliance with all UWSOM and UWP policies and procedures

# Compensation Cap Policy

**Basic individual  
cap for all  
members**

- Limited to the 90th percentile of similar practice reported in AAMC
- Alternative methods or formulas when AAMC is not an appropriate measure for comparison

# Sites of Practice Policy

**Full-time members  
may *not* have an  
independent  
practice**

- Members practice only at sites pre-approved by the Dean, upon request of the individual's department chair
- Dean's pre-approval extends professional liability coverage to the clinical activity outside of UW Medicine
- Sites of Practice committee evaluates and makes recommendations to the Dean

# UWP Services

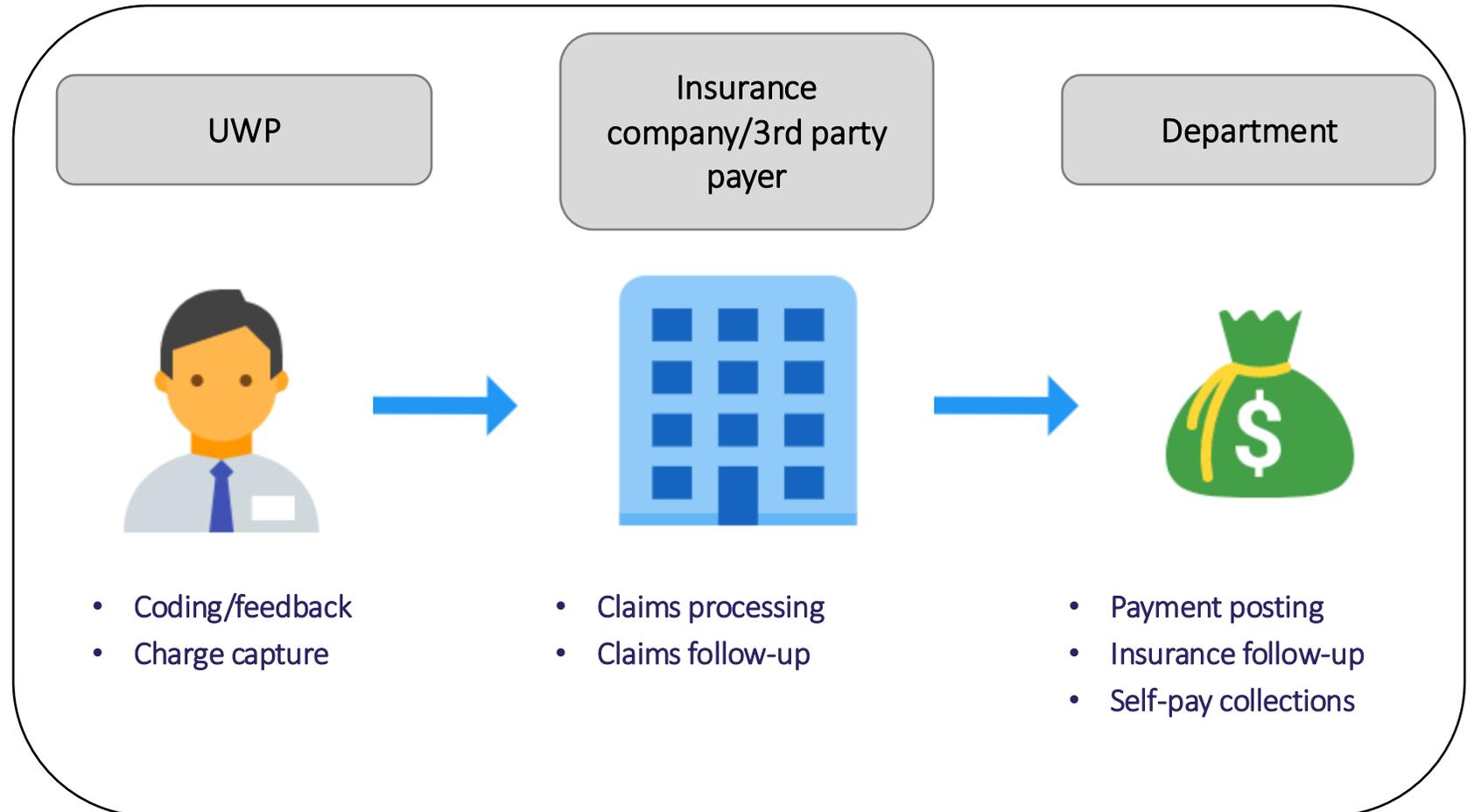


Clinical services to  
billing codes (CPT, Dx,  
Mods)



- Clinical care
- Documentation
- Coding (inpatient (eff. 10-19-2025), outpatient & procedures)

Your role is here



## UWP Business Office Functions

# Faculty Practice Plan Services

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**Revenue cycle and  
business functions  
supporting  
practice**

- Professional billing– coding and charge capture
- Incentive Distribution Plan
- Compliance – audits, training
- Practice Policies
  - Encounter Closure
  - Clinic Cancellation
  - Clinic Session

# Putting it together for you & your patient

Credentials  
 Contact Center  
 Facility "Front Desk"  
**UW Medicine**

Epic  
 Abridge

Apt Time	Status	Lngh	Type	Provider
8:00 AM	Scheduled	30	Phone Long	Wessells
8:30 AM	Scheduled	15	Return	Wessells
8:45 AM	Scheduled	30	New	Wessells
9:45 AM	Scheduled	30	Postop	Wessells
10:15 AM	Scheduled	30	New	Wessells
10:45 AM	Scheduled	15	Return	Wessells
12:00 PM	Scheduled	30	Telemed	Wessells

Compliance  
 PLS

CGCAPS/HCAPS  
 US News/Vizient

Note creation.....Encounter closure  
 E&M..PROC...G2211...MyChart Message

Coding  
 Charge Capture

**UWRP**  
**PEBB**  
**UW**

**wRVU**

**UWP**  
**IDP**  
**R&B**

**UWP**  
 Membership  
 Prof. Liability  
 Clinic Session  
 Clinic Cancellation

# Culture of Compliance



If you have questions or concerns regarding compliance problems, please report them immediately.

**Compliance Hotline: 206.616.5248 or 866.964.7744.**

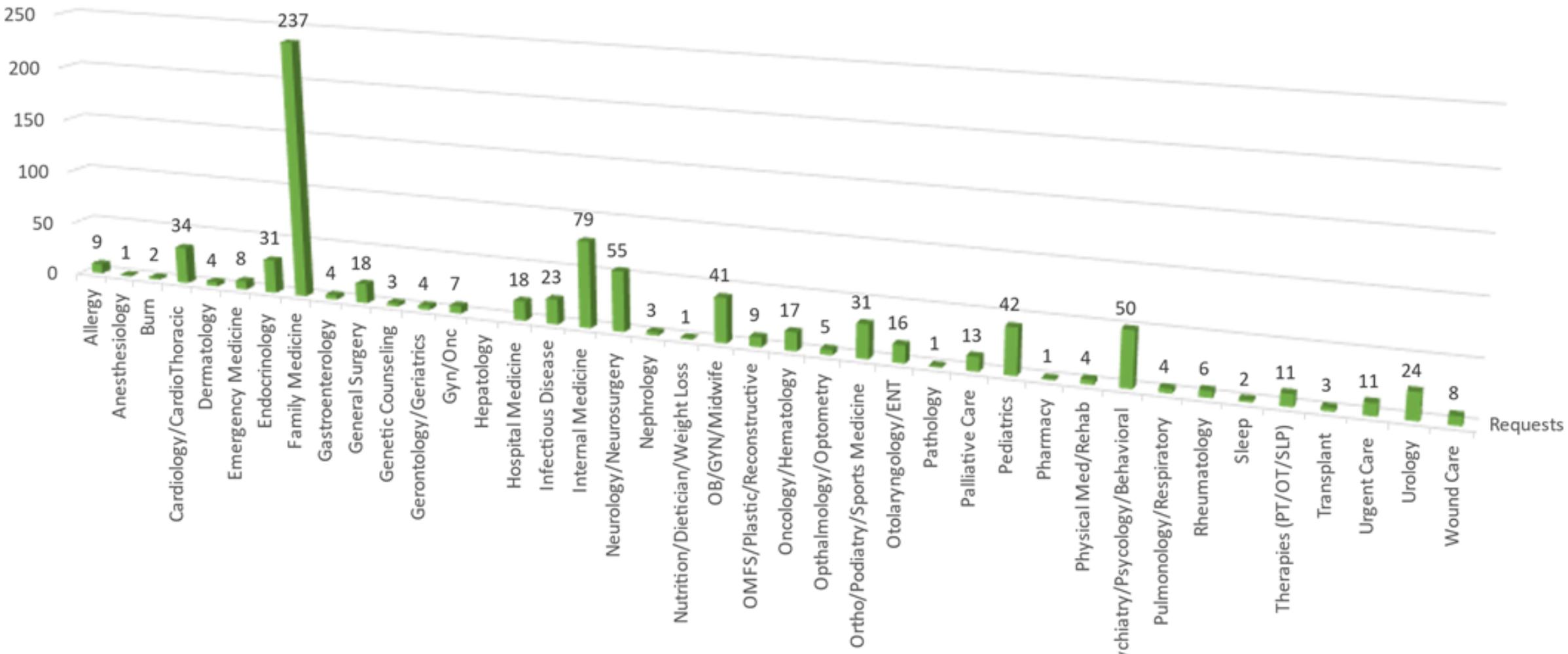
# Practitioner Liaison Specialists (PLS)

”...would recommend REQUIRING all practitioners to meet with PLS as we don't know what we don't know!”

“Then low and behold, (PLS name) could meet with me in person, at my computer, and help me with the stuff I do! Very empowering. I am not an EPIC wizard, but my frustration level has gone WAY down, and I think I'm getting faster. Thank you!”



# PLS Optimization Requests by Specialty



FPPS & UWP Leadership	Title
<b>Daniel Baker</b>	Associate General Counsel
	UWP / FPPS Executive Direct & Chief Financial Officer
<b>Erica Floyd</b>	
	Director of Member Compensation & Benefits
<b>Erica Suh</b>	
	Director of Accounting & Financial Reporting
<b>Holly Sawyer</b>	
	UWP President
<b>Hunter Wessells, MD, FACS</b>	
	Senior Director of Revenue, Reference Lab Services
<b>Jeremy Tyndall</b>	
<b>KP Torno</b>	Director of Patient Financial Services
<b>Laura Butcher</b>	Director of Physician Services
	Director of Technology Integration & Operations Support
<b>Marv Whitson</b>	
<b>Mary Godfrey</b>	Manager of General Services
<b>Terri Prehn</b>	Chief Compliance Officer for UWP
	Director of Coding and Charge Capture
<b>Sarah Ramsey</b>	
	Chief Executive Officer of UW Medicine
	Executive Vice President for Medical Affairs
<b>Tim Dellit, MD</b>	Dean of School of Medicine
<b>Toti Walia</b>	General Counsel

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