

UW HEALTH JOB DESCRIPTION

Senior Director, Coding, CDI, and HIM			
Job Code: 114502	FLSA Status: Exempt	Mgt. Approval: A. Abongwa	Date: September 2021
Department: Revenue Cycle		HR Approval: S. Whitlock	Date: September 2021

JOB SUMMARY

The Senior Director of Coding (Professional and Hospital), Clinical Documentation Integrity (CDI) and Health Information Management (HIM) is responsible for the direction of the operational, financial, programmatic, and personnel activities of the UW Health and Swedish American Coding, CDI, and HIM. The Director ensures that the departmental mission is well defined and communicated to staff, that the key service goals and objectives are set and plans to attain them are established and followed in each of the sections. This individual represents the department in planning efforts involving space, equipment, staff, systems, services, expenses, cost monitoring and control, operational monitoring, regulatory compliance and future programs and services. The Senior Director works closely with a variety of clinical and non-clinical stakeholders, coordinating the activities of Coding, CDI, and HIM across the system.

The Senior Director for Coding, CDI and HIM is responsible for a diverse, growing department, requiring skills in data-driven decision-making, project and portfolio management, system redesign, process improvement/lean management, and customer relationship management. This position requires a deep knowledge of industry best practices in technology and workflow. The Senior Director will use these skills and experience to partner with stakeholders to develop an organization-level roadmap of process and technology improvements to reduce provider burden and maximize patient experience while increasing efficiency. This position is responsible for the strategic direction of HIM across the health system centered on improved accuracy and efficiency. Health Information Management consists of the following sections: Document Imaging, Identity Management, Document Integrity Management, Transcription, Release of Information, Enterprise Content Management, and Health Information Exchange.

While the range of duties of this position are broad, varied and will change over time, the responsibility is directing the day-to-day operations in a manner that supports compliance with Wisconsin/Illinois State laws and Administrative Code, CMS Medicare Conditions of Participation, AHA Official Coding Guidelines, HIPAA regulations, The Joint Commission, Federal Rules of Civil Procedure, budgeting, financial management and human resource management of the UW Health – Coding, Clinical Documentation Integrity (CDI) Health Information (HIM) Department(s).

MAJOR RESPONSIBILITIES

Departmental Leader

- Provides an experience and environment of patient- and family-centered care.
- Interprets impact of broad scope organizational change for staff and develops change strategies for successful implementation.
- Models Respect for People commitments through all interactions.
- Leverages Leadership Competencies to develop themselves and others
- Develops and manages operational initiatives with measurable outcomes.
- Formulates objectives, goals and strategies collaboratively with other stakeholders.
- Prepares and delivers reports to operational leadership outlining progress toward meeting annual goals and objectives, to include performance related to finance, clinical activity, quality, and human resources.

Financial Manager

- Actively seeks opportunities to improve financial outcomes, engaging staff in the process.
- Establishes annual financial goals and actively uses benchmarking to high performing systems in similar area of expertise to set annual targets.
- Monitors and analyzes financial data and utilizes for decisions regarding FTE's, staffing and operational budget.
- Establishes an annual operating and capital budget, demonstrating fiscal responsibility through meeting budget targets.
- Creates business plan(s), justifying variances and analyzing cost benefit of programs.

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- Directs and provides guidance to managers to effectively allocate resources based on patient volume, space availability, budget constraints, and program priorities, goals, and objectives.
- Articulates to staff the budget and the context within the organizational financials.

Administrative Leader

- Contribute to the success of the UW Health by providing leadership, direction and coordination of operations, finances, and human resources for area of responsibility.
- Manage and direct all activities within area of responsibility.
- Continually assesses all services, identifies problems, utilizes data to analyze and propose innovative approaches for solutions.
- Maintain records related to operations and services that are complete, accurate, available, and in compliance with all legal, regulatory, and policy requirements.
- Engages staff and other stakeholders in continuous improvement of systems and processes; manages resources for staff participation in improvement work activities.
- Ensures effective facilitation of improvement teams and development of leadership skills to ensure overall effectiveness of the meetings.
- Organizes and prioritizes time and resources to manage efficiency. Appropriately delegates.
- Remains current of new trends and best practices and incorporates into Coding, CDI and HIM practices and programs.
- Articulates and enforces standards for quality/productivity
- Develops and implements innovative systems and processes that improve staff, quality metrics and outcome measures
- Demonstrates achievable and measurable results and develop action plans for improvement
- Initiates, monitors, and enforces regulatory requirements
- Holds self and others accountable to policy, standards and commitments and provides timely follow through on questions and concerns.
- Ensures development Coding, CDI, and HIM Operations initiatives to improve patient satisfaction and family centered care.
- Develops and implements clinical outcome measures for quality improvement
- Incorporates the use of evidence-based practice and appreciative enquiry into program development and improvement activities
- Actively listens to staff ideas and concerns, assesses others communication styles and adapts to them.
- Effectively facilitates meetings within Coding, CDI, HIM and Revenue Cycle Operations and organizational level.
- Creates bi-directional systems that effectively communicate information and data, utilizing multiple methods.
- Articulates and presents data, information, and ideas in a clear and concise manner.
- Communicates opinions and ideas in a nonthreatening and nonjudgmental manner to staff, peers, and others.
- Communicates with physicians, academic department leaders, and senior administrators to maintain coordination with other UW Health programs.
- Demonstrates empathy and concern while ensuring goals are met.
- Manages the complex interdepartmental and interdisciplinary relationships to assure collaboration and effective/efficient operations within Coding, CDI, HIM and Revenue Cycle.
- Creates an environment that encourages diverse opinion, recognizes differences, and incorporates into process and services.
- Exhibits awareness of personal attitudes and beliefs, recognizing its effect on response to others.
- Creates a culture and systems for recognizing and rewarding staff.

Resource Manager

- Creates and maintains a satisfying workplace that fosters professional growth and job satisfaction for all members of the healthcare team.
- Interviews to select top talent, matching Coding, CDI and HIM Operations needs with appropriate skill sets.
- Develops and implements recruitment and retention strategies that support a culture of leadership.

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- Identifies and addresses own professional growth needs.
- Assesses manager and staff development needs, identifies goals and provides resources.
- Identifies lack of competency in performance and establishes a plan which includes goals, interventions, and measures.
- Maintains membership in professional organization(s) to develop knowledge and resources through networking, continuing education, and participation in national, regional, and/or local activities.
- Ensures integration of ethical standards and core values into everyday work activities.

Educator/Research Facilitator

- Provides opportunities to leaders and staff to develop skills to meet career goals.
- Contributes to a learning environment by providing educational opportunities to staff, cross-functional departments, students, residents, fellows, and faculty.

Critical Interfaces

- Leads and/or serves on a variety of appropriate internal and external committees to represent the Coding, CDI, and HIM
- Serves as a representative to UW Health to facilitate the shared interests and relationship between cross-functional teams

JOB REQUIREMENTS

Education	Minimum	Bachelor's Degree in a Health-related field
	Preferred	Bachelor's Degree in Health Information Management
Work Experience	Minimum	7 years management experience in Medical Coding, CDI or HIM in a medium or large health care facility.
	Preferred	3 years management experience with an academic medical center
Licenses & Certifications	Minimum	Registered Health Information Technician
	Preferred	Registered Health Information Administrator
Required Skills, Knowledge, and Abilities		<p>Excellent communication and interpersonal skills to include the ability to negotiate and resolve conflicts and build teams.</p> <p>Demonstrated creativity and flexibility.</p> <p>Ability to operate in high-pressure situations.</p> <p>Excellent organizational skills.</p> <p>Demonstrated innovative approach to problem resolution.</p> <p>Ability to work collaboratively across UW Health entities and disciplines. Demonstrated commitment to patient- and family centered care.</p> <p>Broad knowledge of modern health care administration practices and principles within a managed care environment and/or an academic medical center.</p> <p>Effective analytical ability to develop and analyze options, recommend solutions to and solve complex problems and issues.</p> <p>Demonstrated effective managerial and administrative leadership of clinical operations</p> <p>Knowledge of principles and techniques used in negotiation as applied to service contracts and equipment purchasing.</p> <p>Effective organizational, planning and project management abilities.</p> <p>Experience in financial and programmatic presentations.</p> <p>Ability to function independently and deal with multiple, simultaneous projects.</p> <p>Ability to recognize personal strengths and weaknesses and develop goals for professional growth and achievement.</p> <p>Ability to demonstrate a commitment to quality and excellence.</p> <p>Effective leadership abilities:</p> <p>Ability to implement change in a positive, sensitive, and forward-thinking manner</p> <p>Planning and problem solving</p> <p>Developing goals and objectives, and establishing priorities</p> <p>Inspires confidence, appropriate risk taking and achievement of high standards</p> <p>Self-starter with a willingness to try new ideas</p> <p>Positive, can-do attitude coupled with a sense of urgency</p> <p>Good judgment and ability to act decisively at the right time</p> <p>Ability to persuade others and develop consensus</p> <p>Effective communication skills both in written and verbal presentation with a communication style that is open and foster trust, credibility and understanding.</p> <p>Ability to effect collaborative and promote teamwork</p>

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	Ability to ensure a high level of customer satisfaction including employees, patients, visitors, faculty, referring physicians and external stakeholders Ability to create win/win solutions and relationships		
PHYSICAL REQUIREMENTS			
Indicate the appropriate physical requirements of this job in the course of a shift. <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>			
Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
X	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls
	Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#
Other - list any other physical requirements or bona fide occupational qualifications not indicated above:	•		

Work/Environmental: Moderate noise level consistent with an office environment

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.