

MICHAEL L. BACA, MHA

Name

Michael Baca

Address

100 Hawkins Drive CDD 221
Iowa City, Iowa 52242
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Preferred Phone

(319) 356-0768

Email

michael-baca@uiowa.edu

Employer/Position

University of Iowa Health Care/ Administrator of the Center for Disabilities and Development (CDD) and Hawkeye Intellectual and Developmental Disabilities Research Center (IDDRC)

Previous experience (if any) with Special Olympics Iowa, or working with individuals with intellectual disabilities.

Experience in SO New Mexico (Basketball Mentor) and SO Iowa (Unified Sports Day Volunteer and Steering Committee Member)

Please indicate area of candidate expertise that matches board of directors priority needs. Consideration to geographic location, diversity and gender will be made.

- Healthcare Professional

Please upload a resume if available.

- [Michael-L.-Baca-Resume-2022-08-30.pdf](#)

Submitted by

Mike Lightbody

Date

10/26/2022

Email

michael-lightbody@uiowa.edu

Has candidate been contacted to verify their interest in being nominated and serving on the board? (Note - nominator is responsible for contacting individual to validate their interest in serving on the board. You are not guaranteeing them a seat on the board, only validating that if voted in, they would be willing to serve.

- Yes

Has candidate been interviewed by either nominating individual or another Board Member?

- Yes

MICHAEL L. BACA, MHA

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Education

University of Iowa, Iowa City, IA August 2013 – May 2015
Master of Health Administration

Cornell College, Mt. Vernon, IA August 2009 – May 2013
Bachelor of Arts in Economics & Business

Professional Experience

University of Iowa Hospitals and Clinics (UIHC), Iowa City, IA

Administrator, Hawkeye Intellectual and Developmental Disabilities Research Center (IDDRC) July 2021 – Present
Provide administrative and budget oversight of NIH-funded IDDRC, one of only 15 designated centers of its kind in the country. Direct coordination efforts between the IDDRC, Iowa Neuroscience Institute, and Center for Disabilities and Development (CDD) to further advance clinical, research, outreach, and teaching mission.

- Contributed to the development of, and application for the five-year grant to bring this new research center to the University of Iowa. Ensure proper management of \$1.2M expense budget (current year).
- Plan and direct administrative processes which include management of finances, operational and business functions, human resources, contractual arrangements, and oversight of IDDRC activities.
- Integrate the Research, Dissemination/Communication, and Education Plans of the Hawk-IDDRC with existing CDD, UCEDD and, LEND resources.

Administrator, Center for Disabilities and Development (CDD) July 2020 – Present

Lead and manage CDD's clinical, grant and business functions to assure health services, medical care, and grant/contract programs are delivered effectively, and efficiently. Direct planning, evaluation, and performance improvement of health care operations, clinical education programs and research programs to ensure safety and quality of services.

- Lead the responsible and competitive growth of a dynamic team of over 100 clinical, grant, and professional staff. Press Ganey staff engagement score of 4.42 out of 5 (4.41 in 2020) – 0.36 above the national academic healthcare average.
- Plan, direct, monitor, coordinate, and evaluate administrative operations of CDD's clinical enterprise consisting of Developmental and Behavioral Pediatrics, Psychology, Physical Therapy, Occupational Therapy, Speech-Language Pathology, Audiology, Social Work, Nursing, and Education. Ensure alignment of clinical, educational, and research missions of the CDD and UIHC.
- Responsible for expense budgets in excess of \$12M which includes over \$5M in federal and state grants/contracts. Additional responsibility of \$1.4M in unrestricted and restricted gift funds.
- Lead CDD response to COVID-19 including transition of clinical appointments to telemedicine, staff redeployments, and enforcement of visitor restrictions. Responsible for coordination and execution of UIHC's daily federal and state reporting efforts as a member of Hospital Incident Command.

Assistant Administrator, Center for Disabilities and Development (CDD) January 2019 – July 2020

Plan and direct administrative processes which include management of human resources, finances, operational and business functions, contractual arrangements and oversight of clinical activities and productivity. Implement new initiatives, perform analyses and develop and implement strategic planning initiatives.

- Plan, direct, monitor, coordinate, and evaluate administrative operations of CDD's clinical enterprise consisting of Developmental and Behavioral Pediatrics, Psychology, Physical Therapy, Occupational Therapy, Speech-Language Pathology, Audiology, Social Work, Nursing, and Education.
- Responsible for CDD hospital budgets, including total expense budget in excess of \$8 million generating over \$9 million in gross patient revenue.

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- Served as interim Rehabilitation Therapies Manager with direct oversight of five Speech Language Pathologists, two Physical Therapists, one Occupational Therapist, and one Audiologist from January 2019 – August 2019. Managed fiscal resources, recruitment, staff training, competency, and performance.
- Secured over \$300,000 in external funding commitments to build a brand-new inclusive playground on CDD grounds. Playground will allow children of all ages and abilities to play, featuring accessible play equipment.

Administrative Chief of Staff, Office of the CEO

June 2016 – January 2019

Serve as a member of the senior leadership team for the University of Iowa Hospitals and Clinics (UIHC) and advise the Chief Executive Officer (CEO) on administrative, operational, and financial matters. Provide strategic consultation and support to the CEO and other members of UIHC senior leadership on key institutional issues.

- Collaborated with UIHC legal team, UI Health Care Departments, and central-UI Purchasing to lead an institution-wide initiative to implement a new internal approval model using DocuSign as an eSignature vendor for contracts. Process ensures integrity and minimizes risk to UI Health Care when entering into agreements with outside parties and allows storage in a central, searchable online database.
- Accountable for tracking and reporting hospital-wide census trends and bed management plans utilized by the UIHC CEO and senior leadership team to improve access and throughput. Coordinated the development of new reports and Epic dashboards to visualize total patients requiring inpatient or observational care throughout UIHC to further understand bed and staffing needs. Capacity increased by 85 beds since 2016.
- Collaborated with UIHC Budget Leadership Group to develop multiple analyses on FTE structure in comparison to productivity and revenue metrics for departments across the hospitals and clinics. Reports utilized by senior leadership during enterprise budget process.
- Constructed several detailed reports on operational and quality & safety metrics to aid senior leadership in making immediate and strategic decisions to improve patient and family satisfaction, care quality and operations.

Administrative Fellow, Office of the CEO

June 2015 – June 2016

Under mentorship of UIHC CEO, provide project management for key initiatives spanning across the enterprise with significant exposure to strategic and operational decisions and discussions.

- Project manager for the establishment of the UIHC Oncology Network. Medical Director successfully recruited to begin further development of strategic plan for off-site oncology clinics and outreach.
- Developed business plan for adding nine incremental general pediatric and child neurology residency positions in the Department of Pediatrics. Proposal approved and resulted in \$2.8M in incremental funding over five years.

Graduate Assistant, Emergency Department

October 2013 – May 2015

- Performed contract analysis to determine the potential cost implications of engaging new EMS companies for department's Neonatal and Pediatric Transport service— resulting analysis aided in ultimate vendor selection and budget development.
- Conducted an analysis of nurse staffing in relation to patient satisfaction scores which was used successfully in a proposal to UI Hospitals and Clinics Hiring Board for additional nursing FTEs.

Administrative Operations Intern, Hospital Administration

June 2014 – August 2014

- Mapped patient navigation process for newly referred cancer patients in order to better coordinate care across different service lines. Analysis laid groundwork for committee dedicated to improving cancer clinic scheduling and access within seven days of request for appointment.
- Analyzed procedure costs across service lines by surgeon to demonstrate best practices. Identified approximately \$400,000 in potential annual cost savings based on standardization to lowest cost surgical devices and instruments.

Catalysis (formerly ThedaCare Center for Healthcare Value), Appleton, WI

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Business Intern

June 2012 – August 2012

- Constructed case studies based on interviews with network member organizations concerning utilization of the Shingo Prize Model for cultural transformations in healthcare institutions to promote new service offering to Healthcare Value Network members.

National Association of Chain Drug Stores, Alexandria, VA

Anderson Fellow in Public Affairs

June 2011 – August 2011

- Researched various areas of the Chain Pharmacy industry and completed confidential white papers used by association leadership for establishing strategic priorities.

UI Health Care Committees and Councils

UIHC Hospital Operations Council	2020 – Present
Pediatric Disaster Workgroup	2020 – Present
Hospital Incident Command System	
• Liaison Officer to the University of Iowa Command Center	2019 – Present
• Reunification Center Incident Commander	2019 – Present
• Assistant to the Incident Commander	2016 – 2019
Fire and Life Safety Workgroup, Member	2019 – Present
Joint Commission Steering Committee, Member	2018 – Present
UIHC Management Staff Committee, Member	2015 –
Present Environment of Care Subcommittee, Voting Member	2019 – 2020
UI Health Care Human Rights Week Steering Committee	2016 – 2019

Service Activities

National Weather Service Trained Severe Weather Spotter	2020 – Present
Health Administration Faculty, Iowa Leadership Education in Neurodevelopmental and Related Disabilities (LEND)	2019 – Present
Teaching Assistant – Integrated Capstone; Legal Aspects of Health Care, UI College of Public Health	2015 – 2016
Special Olympics of Iowa (Unified Sports Day Volunteer and Steering Committee member)	2010 – 2012
Special Olympics of New Mexico (Basketball Mentor)	2008 – 2009

Honors and Awards

John W. Colloton Outstanding Student Award, Department of Health Management and Policy	2015
Dean’s Graduate Research Fellow, University of Iowa Graduate College	2013 – 2015
Delta Omega, Public Health Honorary Society	2015
Mortar Board	2012
Omicron Delta Epsilon, International Economics Honors Society	2011

Speaking Engagements

UI Health Care Schwartz Rounds “Helping Patients with Autism Navigate the System”	April 5, 2022
Cornell College “Cornell Fellows Showcase – 10 year celebration”	2016