

Imperfect Storm: The Complexity of Anesthesiology Staffing and Compensation Metrics

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1



2

Compensation Survey Committee

- Douglas Bacon
- Alex Bekker
- Michael Crowder
- TJ Gan (Chair)
- Vesna Jevtovic-Todorovic
- Michael C. Lewis
- Timothy Morey
- Peter Rock
- B. Scott Segal
- Charles Whitten
- Cynthia Wong
- Sarah Michels - Readex Research
- Andrew Bronson

3

Outline

- Thank you Dr. Charles Whitten for his contributions
- Changes in methodology Scott Segal
- Results from 2021/22 survey T J Gan
- Trends over the past 5 years T J Gan

4

Changes in methodology

- Publication of “data dictionary” explaining how ratios are calculated
- Asked new questions about CRNAs, ICU
- Separated out Pain Medicine FTEs
 - To clarify ASA unit production vs. RVU production by faculty
- Offered a “town hall” style Q&A to clarify instructions
- Provided an institution-specific report
 - Allows easier comparison to benchmarks

5

Number of Filled Faculty Positions at this Rank, Total Paid FTE:

N = 85	Mean	Median	75%	25%
Instructor	5.8	1.0	6.0	0.0
Assistant Professor	37.9	33.4	53.9	22.2
Associate Professor	14.9	12.8	19.0	7.3
Professor	8.9	6.7	11.4	2.0
Non Academic	2.5	0.0	1.0	0.0
Chair	0.9	1.0	1.0	1.0
Total	70.9	60.5	96.0	41.7

6

Faculty Counts at your teaching/academic hospitals/facilities as of June 30,2021

	N	Mean	75%	Median	25%
Total Clinical Chronic Pain ONLY FTE	81	5.8	8.0	5.0	2.9
Clinical Chronic Pain FTE	77	4.3	6.2	3.8	2.1
Total Non-Pain FTE	81	67.2	91.9	57.7	40.0
Total Non-Pain Clinical FTE	77	57.6	79.2	49.0	36.9

7

Gender and Race/Ethnicity of the Clinical Anesthesiology and Pain Faculty at your Teaching/Academic Hospitals/Facilities, as of June 30,2021

N=76	Mean	75%	Median	25%
Male:	44.9 (60%)	60	39	28
Female:	28.7 (39%)	38	25	16
Am. Indian/Hispanic, not Hispanic, unknown	1.1			
Asian: Hispanic, not Hispanic, unknown	13.5			
Black: Hispanic, not Hispanic, unknown	2.9			
Hawai/PI: Hispanic, not Hispanic, unknown	0.1			
White: Hispanic, not Hispanic, unknown	60.1			
Unknown: Hispanic, not Hispanic, unknown	10.3			

8

How many open clinical faculty positions did your department have on June 30,2021, in each of these areas?

N=81	Mean	75%	Median	25%
Vacancy rate	17.1%	18.7%	11.6%	7.9%

9

of ASA units for anesthesia service by FTE

	N	Mean	75%	Median	25%
ASA units for anesthesia service by Total Clinical Anesthesiology and Pain FTE	68	13,527	15,333	12,223	9,570
ASA units for anesthesia service by Total Clinical Anesthesiology and Pain Clinical FTE	68	15,227	18,564	13,655	11,352
ASA units for anesthesia service by Total Non-Pain FTE	67	14,767	17,122	13,143	10,708
ASA units for anesthesia service by Total Non-Pain Clinical FTE	65	16,480	20,622	14,437	11,946
ASA units for anesthesia service by Total Clinical FTE providing ASA	63	20,978	24,836	18,926	15,059

10

of Chronic Pain wRVUs by FTE

	N	Mean	75%	Median	25%
Chronic Pain wRVUs by Physician Chronic Pain Providers by Total Clinical Chronic Pain ONLY Paid FTE	57	4,663	6,230	4,347	2,582
Chronic Pain wRVUs by Physician Chronic Pain Providers by Total Clinical Chronic Pain ONLY Clinical Chronic Pain FTE	56	5,747	7,061	5,804	3,226
Chronic Pain wRVUs by all Providers by Total Clinical Chronic Pain ONLY Paid FTE	57	5,898	6,874	5,024	3,116
Chronic Pain wRVUs by all Providers by Total Clinical Chronic Pain ONLY Clinical Chronic Pain FTE	56	7,168	8,199	6,247	3,403

11

of ICU wRVUs by FTE

N=55	Mean	75%	Median	25%
ICU wRVUs by Physician Providers by Total Clinical FTE providing ICU	6,764	9,061	5,180	2,510

12

During the 12 months prior to June 30,2021, what was the average Unit Value collected by your department at all your hospitals/facilities for each of the following?

	N	Mean	75%	Median	25%
ASA units for anesthesia service	66	\$45.86	\$51.52	\$37.72	\$29.57
ICU wRVUs by Physician Providers	57	\$68.25	\$75.87	\$59.02	\$47.44
Chronic Pain wRVUs by Physician Chronic Pain Providers	59	\$91.83	\$102.69	\$76.26	\$66.03
Regional Anesthesia wRVUs by Physician Providers	53	\$82.01	\$98.42	\$70.14	\$54.86
Any other billed services	32	\$68.68	\$95.06	\$68.53	\$56.72

13

During the 12 months prior to June 30,2021, what was the average Unit Value collected by your department at ONLY your teaching/academic hospitals/facilities for each of the following?

	N	Mean	75%	Median	25%
ASA units for anesthesia service	61	\$45.15	\$51.84	\$37.95	\$29.54
ICU wRVUs by Physician Providers	51	\$69.49	\$77.25	\$60.45	\$53.80
ICU wRVUs by all Providers	50	\$69.70	\$76.48	\$58.64	\$50.33
Chronic Pain wRVUs by Physician Chronic Pain Providers	55	\$91.30	\$106.03	\$76.34	\$61.81
Chronic Pain wRVUs by all Physician Providers	54	\$84.84	\$93.82	\$72.56	\$59.88
Regional Anesthesia wRVUs by Physician	51	\$80.53	\$96.44	\$71.50	\$58.34

14

AVERAGE COLLECTION [average unit value x total units billed]

	N	Mean	75%	Median	25%
ASA units for anesthesia service	65	\$41,717,363	\$63,318,331	\$34,642,912	\$18,927,298
ICU wRVUs by Physician Providers	56	\$1,992,485	\$2,725,398	\$1,302,147	\$299,605
ICU wRVUs by all Providers	51	\$1,952,935	\$2,806,321	\$1,557,076	\$559,662
Chronic Pain wRVUs by Physician Chronic Pain Providers	58	\$2,712,933	\$3,912,758	\$1,651,307	\$901,399
Chronic Pain wRVUs by all Physician Providers	57	\$2,772,612	\$3,702,640	\$1,892,852	\$992,158
Regional Anesthesia wRVUs by Physician Providers	52	\$1,412,629	\$1,981,265	\$577,397	\$316,082
Any other billed services	30	\$789,694	\$1,045,319	\$596,096	\$133,627

15

Average Collection of ASA units for anesthesia service by FTE

	N	Mean	75%	Median	25%
Average collection of ASA units for anesthesia service by Total Clinical Anesthesiology and Pain FTE	65	\$577,871	\$616,396	\$470,692	\$340,513
Average collection of ASA units for anesthesia service by Total Clinical Anesthesiology and Pain Clinical FTE	65	\$655,109	\$664,671	\$519,696	\$395,219
Average collection of ASA units for anesthesia service by Total Non-Pain FTE	64	\$630,313	\$665,100	\$499,293	\$365,073
Average collection of ASA units for anesthesia service by Total Non-Pain Clinical FTE	62	\$711,215	\$721,504	\$553,020	\$404,953
Average collection of ASA units for anesthesia service by Total Clinical FTE providing ASA	60	\$909,371	\$976,878	\$729,441	\$523,484

16

Average Collection of Chronic Pain wRVUs by FTE

	N	Mean	75%	Median	25%
Average collection of chronic pain wRVUs by Physician Chronic Pain Providers by total clinical chronic pain ONLY	55	\$535,641	\$707,451	\$403,336	\$242,681
Average collection of chronic pain wRVUs by all Providers by total clinical chronic pain ONLY FTE	55	\$459,952	\$579,172	\$389,004	\$208,520
Average collection of chronic pain wRVUs by all Providers by total clinical chronic pain ONLY	54	\$559,379	\$763,725	\$494,797	\$267,538

17

Average Collection of ICU wRVUs by FTE

	N	Mean	75%	Median	25%
Average collection of ICU wRVUs by Physician Providers by Total Clinical FTE providing ICU	53	\$522,462	\$629,362	\$303,188	\$136,269
Average collection of ICU wRVUs by all Providers by Total Clinical FTE providing ICU	47	\$450,179	\$537,839	\$351,844	\$173,572

18

of Regional Anesthesia wRVUs by FTE

	N	Mean	75%	Median	25%
Regional Anesthesia wRVUs by Physician Providers by Total Clinical Anesthesiology and Pain FTE	52	215	243	142	71
Regional Anesthesia wRVUs by Physician Providers by Total Clinical Anesthesiology and Pain Clinical FTE	52	246	268	153	82
Regional Anesthesia wRVUs by Physician Providers by Total Non-Pain FTE	51	237	271	151	76
Regional Anesthesia wRVUs by Physician Providers by Total Non-Pain Clinical FTE	49	271	292	151	91

19

Do you bill for patient care in your preoperative clinic? If yes, what percentage of your preoperative patients are billed?

N	Mean	75%	Median	25%
23	51.9	100	45	10

20

How many ORs did your anesthesiology department cover on average each weekday (Monday through Friday)? July 1, 2020 to June 30, 2021

N	Mean	75%	Median	25%
82	47.4	59	40	30

21

How many non-OR/offsite locations does your anesthesiology department cover on average each weekday (Monday through Friday)?

N	Mean	75%	Median	25%
81	15.1	18	12	7

22

How many total OB deliveries (with anesthesia involvement) did your anesthesiology department have?

N	Mean	75%	Median	25%
78	3,022	3,983	2,396	1,502

23

On an average weekday, how many faculty did your anesthesiology department have on each of these services? July 1, 2020 to June 30, 2021

N=81	Mean	75%	Median	25%
OR	32.9	42.9	26.5	19.0
OB	1.8	2.0	1.0	1.0
ICU	2.4	4.0	2.0	1.0
Acute Pain	1.7	2.0	1.0	1.0
Chronic Pain Clinic	3.2	4.0	3.0	2.0
Pre-Op Clinic	1.0	1.0	1.0	0.7
TOTAL	43.0	54.3	36.0	27.6

24

Please indicate the number of in-house shifts and the length of those shifts needed to be completed for a clinical faculty to be considered full-time in ICU:

	N	Mean	75%	Median	25%
# of in-house shifts/year	60	141.2	182.0	155.0	91.3
Length of shift (hours)	61	11.1	12.0	12.0	10.0
Annual Hours (shifts * hours)	60	1,563	2,016	1,722	1,012

25

What was the average cost (salary plus benefits) per CRNA/AA FTE as of June 30,2021?

N	Mean	75%	Median	25%
73	\$249,892	\$274,129	\$247,000	\$213,594

26

What is the total number of ASA units billed in cases involving CRNAs/AAs in the 12 months prior to June 30,2021?

N	Mean	75%	Median	25%
58	456,568	542,134	352,623	144,291

27

What is the total Institutional Support (all sources, including hospital, medical school, state, or another agency for administrative, educational, call, clinical, etc.) your anesthesiology department received in the 12 months prior to June 30,2021?

N=75	Mean	75%	Median	25%
Institutional support by Total Clinical Anesthesiology and Pain <u>Clinical FTE</u>	\$334,641	\$472,938	\$324,269	\$175,000

28

Average Total Compensation (of institutions with this rank):

	N	Mean	75%	Median	25%
Instructor	45	\$350,252	\$414,913	\$359,996	\$321,262
Assistant Professor	82	\$404,939	\$428,239	\$399,397	\$369,507
Associate Professor	82	\$439,575	\$460,089	\$438,054	\$409,610
Professor	79	\$460,632	\$491,109	\$455,521	\$427,114
Non-Academic	23	\$310,534	\$402,836	\$327,996	\$236,425
Chair	76	\$688,445	\$738,843	\$643,632	\$592,668

29

Average Fringe Benefit Dollars (of institutions with this rank):

	N	Mean	75%	Median	25%
Instructor	41	\$49,639	\$67,823	\$46,016	\$28,174
Assistant Professor	72	\$55,367	\$68,147	\$53,451	\$34,124
Associate Professor	72	\$60,292	\$74,898	\$57,271	\$38,921
Professor	69	\$64,930	\$78,803	\$61,424	\$41,504
Non-Academic	21	\$49,736	\$63,329	\$48,644	\$29,165
Chair	65	\$95,024	\$118,506	\$89,107	\$53,612

30

Geographic Practice Cost Indices (GPCI)-2022

	GPCI (PW)	GPCI (PE)	GPCI (MP)	Anesthesia Conversion Factor
Alabama	1.0	0.888	0.921	21.07
Alaska	1.5	1.118	0.614	29.81
San Francisco	1.077	1.329	0.458	23.26
Chicago	1.011	1.044	1.871	23.08
Manhattan	1.056	1.203	2.031	24.60
Houston*	1.032	1.029	0.9	22.06
Philadelphia	1.022	1.083	1.199	22.49

31

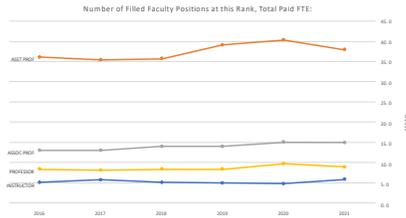
Region: Clinical Anesthesiology and Pain Faculty Average Total Compensation (of institutions with this rank):

GPCI-1	N	Mean	75%	Median	25%
Instructor	23	\$357,444	\$414,434	\$392,801	\$340,116
Assistant Professor	43	\$412,595	\$430,916	\$412,995	\$387,806
Associate Professor	43	\$438,475	\$459,593	\$439,029	\$419,270
Professor	40	\$459,645	\$490,139	\$458,884	\$434,106
Non-Academic	12	\$320,529	\$442,770	\$331,387	\$207,642
Chair	41	\$644,120	\$689,255	\$625,000	\$576,744

GPCI-1	N	Mean	75%	Median	25%
Instructor	22	\$342,733	\$428,234	\$347,904	\$316,384
Assistant Professor	39	\$396,499	\$417,381	\$386,625	\$358,159
Associate Professor	39	\$440,787	\$462,494	\$432,000	\$401,632
Professor	39	\$461,643	\$495,000	\$455,521	\$420,553
Non-Academic	11	\$299,630	\$402,836	\$327,996	\$251,502
Chair	35	\$740,368	\$890,414	\$691,648	\$604,520

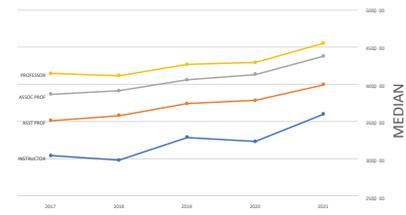
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Number of Filled Faculty Positions at this Rank, Total Paid FTE



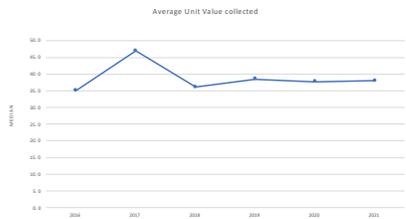
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Median Total Compensation



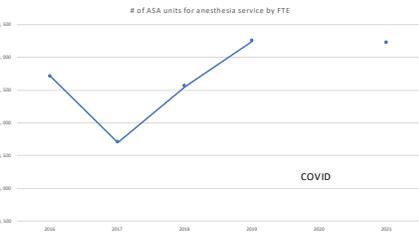
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Average Unit Value collected

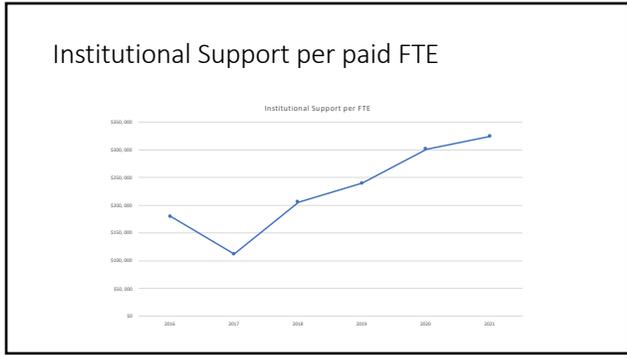


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of ASA units for anesthesia service by paid FTE



36



37

Questions

38