



SOUTHWESTERN MEDICAL CENTER

**Perfect Storm Part II:
Is a Tsunami Brewing?**


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**Conflict of Interest +
Why am I qualified to do this??**

- I have no conflicts except:
 - I have a long standing interest in the economics of academic anesthesia practice dating back to collaborations which began with Amr Abouleish and others in the late 1990's.
 - We continue to perform collaborative research utilizing national databases.
- At UTSW we are currently undergoing over \$2 billion of health care construction on Harry Hines Blvd. in Dallas, TX. Our hours of operation/sites of service will increase by 40-50% in the next seven months. Case volume in 2013 was 140,000 OR Anesthetics.

**William P. Clements, Jr.
University Hospital
November 15, 2014**



**Parkland Hospital
May 5, 2015**




**Perfect Storm Overview:
Part I**

This has been presented from 2000-2011 and leaves a wonderful legacy for us in Academic Anesthesiology.

- Kevin Tremper, MD, deserves special recognition for his dedicated efforts on behalf of Perfect Storm Part I.

The Etiology of Perfect Storm Part I

**Match Day
1994**



Dealing with Generational Issues in Academic Medicine

Wall Street Journal
March 17, 1995 – G. Anders
“Once a hot specialty, Anesthesiology
cools as insurers scale back”

- 1994 Grads-1,863 Residents graduate from Anesthesia Residencies
- 1995 Start – 892 Residents, consisting of 348 IMG’s and 544 AMG’s
- “This was the start of the lost generation.” The specialty is now feeling this loss at another level, as individuals from this “lost generation” should be morphing into significant leadership positions.

Size of Residency Training Programs

- In 2013, 1,585 Senior Residents graduated (**34% women**). A total of 5,848 Anesthesiology Residents are enrolled in 132 Core Residency Programs.
- American training programs are hovering around 1536 graduates per year over the last five years.

Residency Production: Confounding Factors

- In 2013, we know that the following pursued ACGME fellowships:

Number of Programs	N=	Positions Filled	Positions Approved	% Women
Critical Care Medicine	55	153	201	33%
Pain Medicine	98	343	371	22%
Pediatrics	52	218	236	54%
Cardiac	61	177	191	25%
OB	49	29	49	53%

Understanding Clinical Productivity for Anesthesiology Departments

- Not simple
- Key Point: Organizational factors that determine a facility type impact clinical productivity.
- To best understand, compare to similar types of facilities
 - ASC to ASC
 - Community hospital to Community hospital
 - AMC/Trauma to AMC/Trauma

Clinical Productivity by Facility Type

- 2003 Survey
Anesth Analg 2003;96:802-12
- 2013 Survey

Organizational Factors Affect Comparisons of the Clinical Productivity of Academic Anesthesiology Departments

Author: E. Alkandak, MD, MSc, et al.

Productivity measurements based on “net operating charges (NOC) over a year” were used and adjusted for facility type and department type. The 2003 survey was based on data from 1999-2001 and the 2013 survey was based on data from 2010-2012. The 2003 survey included 132 departments and the 2013 survey included 132 departments. The 2003 survey included 132 departments and the 2013 survey included 132 departments. The 2003 survey included 132 departments and the 2013 survey included 132 departments.

Understanding Anesthesia Clinical Productivity and Survey Results

Utilize the following:

- Figure from 2003 Paper
- Median Data by Facility Type, 2013 Survey

Benchmarks by Facility Type, SAAA 2013

MEDIAN VALUES (50%)	All Groups (n=143)	All non ASC (n=111)	Facility Type			
			ASC (n=32)	AMC/Indigent* (n=80)	Children (n=11)	Community (n=20)
Sites						
tASA/OR	tASA = Total ASA units billed, OR = Anesthetizing Site					
H/OR/d	H = 4 time units, d = 250 weekdays/year					
tASA/h	Hourly productivity					
Base/case						
H/case						
Staffing Ratio						

* Includes 1 Heart Hospital
2013 Survey of Clinical Productivity of Academic Anesthesiology Departments, ww2.SAAAhq.org

Dealing with Generational Issues in Academic Medicine

Benchmarks by Facility Type, SAAA 2013

MEDIAN VALUES (50%)	Facility Type					
	All Groups (n=143)	All non ASC (n=111)	ASC (n=32)	AMC/ Indigent* (n=80)	Children (n=11)	Community (n=20)
Sites	21.0	26.0	4.0	31.4	18.0	14.5
tASA/OR	What is Overall Clinical Productivity?					
H/OR/d						
tASA/h						
Base/case						
H/case						
Staffing Ratio						

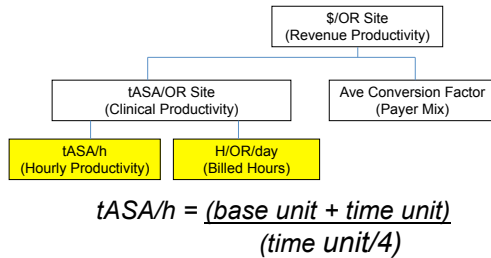
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tASA/OR	11,215	11,632	8,912	11,982	10,839	10,630
H/OR/d						
tASA/h						
Base/case						
H/case						
Staffing Ratio						

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2013 Survey of Clinical Productivity of Academic Anesthesiology Departments, www.SAAAhq.org

Anesthesia Clinical Productivity



Benchmarks by Facility Type, SAAA 2013

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H/OR/d						
tASA/h	6.7	6.7	7.4	6.5	7.3	7.1
Base/case	5.8	6.0	4.5	6.2	5.8	5.4
H/case	2.2	2.3	1.2	2.5	1.7	1.6
Staffing Ratio						

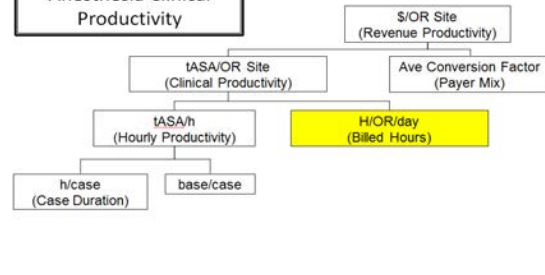
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Staffing Ratio						

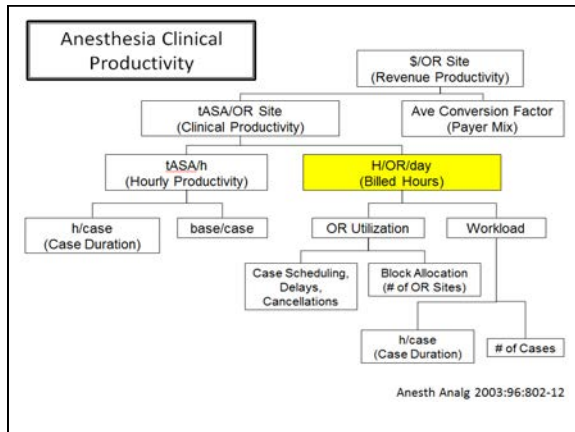
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Anesthesia Clinical Productivity



Anesth Analg 2003;96:802-12

Dealing with Generational Issues in Academic Medicine



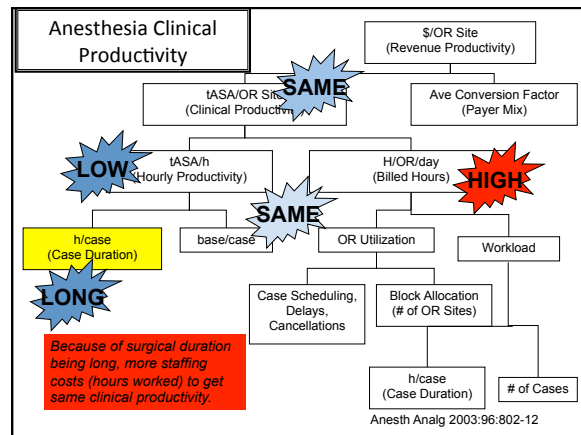
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Staffing Ratio						

*Includes 1 Heart Hospital
2013 Survey of Clinical Productivity of Academic Anesthesiology Departments, www.SAAAhq.org

How to use the benchmark data?

- Compare similar facilities
- Use to identify where to investigate more
- Use to confirm your understanding
- Example: Similar overall productivity (tASA/OR), but Long surgical cases (High H/case)



Benchmarks by Facility Type, SAAA 2013

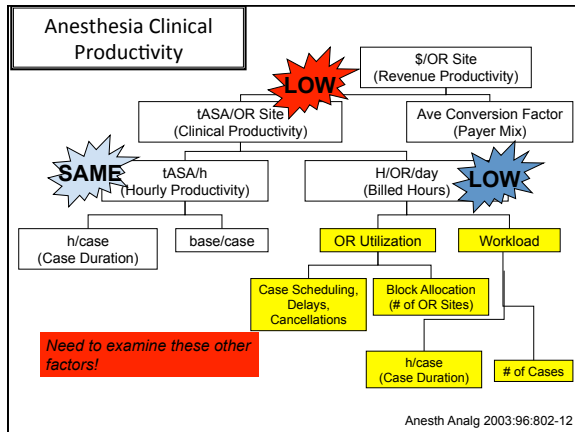
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H/case	2.2	2.3	1.2	2.5	1.7	1.6
Staffing Ratio						

2013 Survey of Clinical Productivity of Academic Anesthesiology Departments, www.SAAAhq.org
*Includes 1 Heart Hospital

How to use the benchmark data?

- Compare similar facilities
- Use to identify where to investigate more
- Use to confirm your understanding
- Example: Similar overall productivity (tASA/OR), but Long surgical cases (High H/case)
- Example: Low tASA/OR but similar tASA/h

Dealing with Generational Issues in Academic Medicine



Other Findings

- Breakdown by number of sites, type of surgical staff (academic or mixed private/academic)
- Staffing ratio

Benchmarks by Facility Type, SAAA 2013

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tASA/h	6.7	6.7	7.4	6.5	7.3	7.1
Base/case	5.8	6.0	4.5	6.2	5.8	5.4
H/case	2.2	2.3	1.2	2.5	1.7	1.6
Staffing Ratio	1.8	1.7	2.8	1.8	1.7	1.8

*Includes 1 Heart Hospital
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Benchmarks 2013

MEDIAN VALUES (50%)	Facility Type					Type of Surgical Staff		
	All Groups (n=143)	All non ASC (n=111)	ASC (n=32)	AMC/ Indigent* (n=80)	Children (n=11)	Community (n=20)	Academic Only (n=57)	Mixed/ Private Practitioner** (n=54)
Sites	21.0	26.0	4.0	31.4	18.0	14.5	29.0	25.0
FTE	12.0	15.0	2.0	17.0	13.0	6.0	16.0	13.0
Staffing Ratio	1.8	1.7	2.8	1.8	1.7	1.8	1.8	1.7
tASA/case	14.3	15.6	9.1	16.6	12.5	12.3	16.6	14.1
Base/case	5.8	6.0	4.5	6.2	5.8	5.4	6.2	5.8
H/case	2.2	2.3	1.2	2.5	1.7	1.6	2.5	2.1
tASA/h	6.7	6.7	7.4	6.5	7.3	7.1	6.5	6.8
Case/OR/d	3.1	3.0	3.6	3.0	3.5	3.2	2.9	3.3
tASA/OR/d	11,215	11,632	8,912	11,982	10,839	10,630	12,023	11,445
H/OR/d	6.5	6.9	4.3	7.3	6.0	6.0	7.2	6.8

SAAA YEARLY SURVEY 2013

Average Department

	Mean	+/- SD	Median
Surgical Anesthesiologist FTE's	43.9	23.61	41
Pain	3.3	2.11	3
ICU	3.5	4.95	2
Residents			
CA-1	14.0	6.13	13
CA-2	13.9	6.12	13
CA-3	16.2	16.00 (Max 125???)	13
CA-4	7.9	9.86 (Max 61???)	5
Per ACGME Average sized Program - CAs 1,2 & 3 - 44.3			
Internship			
CA-0	8.2	6.5	8
Interns in home Dept.	10.5	5.43	10

Dealing with Generational Issues in Academic Medicine

Clinical Coverage

	Mean	+/- SD	Median
How many OR's does your Department cover each day?			
Sunday	3.6	5.07	3
Monday	37.3	16.21	37
Tuesday	37.3	16.23	36
Wednesday	37.2	16.21	36
Thursday	37.3	16.23	37
Friday	37.0	16.13	37
Saturday	4.0	5.07	4
How many Non-OR/Off Site locations does your Department cover each day?			
Sunday	0.6	1.1	0
Monday	9.1	6.63	7
Tuesday	9.2	.6	7
Wednesday	9.3	6.55	7
Thursday	9.2	6.58	7
Friday	9.2	6.65	7
Saturday	0.7	1.15	0
How many OB deliveries with anesthesia involvement does your Department have each year?	2,790	2,074 (maximum 12,190)	2370

Clinical Coverage

	Mean	+/- SD	Median
How many faculty do you have on each of these services per day on average, Monday thru Friday in the daytime.			
OB	1.4	0.99	1
ICU	1.5	1.4	1
Acute Pain	1.2	0.58	1
Pain Clinic	2.1	1.44	2
Pre-Op Clinic	0.9	0.47	1
Other	0.4	1.23	0
Total	7.5	3.49	

CRNAs/AAs

	Mean	+/- SD	Median
Paid for by Dept.	16.0	21.96	10.0
Paid for by your Hospital	22.1	27.8	14
By other sources	2.7	10.49	0
Total CRNAs/AA's	40.7	28.24	32

Average Department Clinical Coverage Monday-Friday

	Mean	+/- SD	Median
ORs	37.3	16	37
Off Site	9.2	6.6	7
OB	1.4	.99	1
ICU	1.5	1.4	1
APS	1.2	0.58	1
Pain	2.1	1.44	2
Pre-Op	0.9	0.47	1
Other	0.4	1.23	0
Total	54.0		
Faculty/Sites	50.7/54.0 = 0.939		
(Residents + CRNAs + AAs)/Site	84.7/54.0 = 1.569		

Average Department Clinical Revenue

	Mean	+/- SD
Average Department Clinical Revenue	\$ 25,014,382	\$ 14,382,000
Clinical Revenue per FTE	\$ 486,000	\$ 153,600
Research Revenue	\$ 1,265,000	\$ 1,985,700 (Max \$9,027,000)
Research Revenue per FTE	\$ 20,000	\$ 25,900
Total Institutional Support	\$ 8,872,000	\$ 6,069,400
Total Institutional Support per FTE	\$ 181,800	\$ 110,800
Support from the Hospital	\$ 7,135,000	\$ 5,153,100
Support from Medical School	\$ 902,000	\$ 1,149,600
Support from other sources	\$ 834,000	\$ 2,201,700
Other income	\$ 494,000	\$ 1,035,900
Total Department Revenue	\$ 35,630,000	\$ 18,093,500
Total Department Revenue per FTE	\$ \$695,000	\$ 151,200

Billing Production

	Mean	+/- SD
Total Anesthesia Units Billed	614,396	282,924
Total Anesthesia Units Billed Per FTE	11,831	3606
Time Units per Case	15.5	21.85
Cases Billed	37,500	17,570
Total Work RVUs for Intraoperative Procedures (Line Placement/TEE/Blocks) (n=52)	15,000	14,670
How many work RVUs did you bill for your ICU Service last year? (n=55)	16,200	16,500
How many work RVUs did you bill for Pain Management last year?		
In-Patient	4,570	5,670
Outpatient	14,440	12,124

Dealing with Generational Issues in Academic Medicine

Billing Data

	Mean	+/- SD
What is your gross unit value?	\$112.00	\$ 34.18
What is your average \$ amount collected per unit?	\$ 35.80	\$ 11.83
What unit value do you receive from Medicaid?	\$ 16.20	\$ 5.10

Billing – Median Data

	Median
Total Anesthesia units	537,722
Total Anesthesia units billed per FTE	11,943
Total Anesthesia time units billed per case	11
What is the average unit dollar amount you collected?	\$35.00

Margin Analysis

	Mean	+/- SD
Margin (n=75)	\$ -13,000	\$2,722,900
Margin: Those with profit(n=40)	\$1,283,000	\$1,223,200
Margin: Those with loss (n=27)	-\$1,936,000	\$3,526,100

Compensation

How much additional compensation do you pay for the following subspecialty?	Mean	+/- SD	Median
For Departments paying additional comp.			
Cardiac	\$18,500	\$11,410	\$ 15,000
ICU	\$17,800	\$13,350	\$ 15,000
Pediatrics	\$19,300	\$13,070	\$ 15,000
Pain	\$19,700	\$26,700	\$ 7,500
OB	\$11,300	\$5,890	\$ 7,500
Neurology	\$11,600	\$4,810	\$ 8,000
Call – How much do you pay per hour for late/ weekend In-House Coverage	\$148.00	\$36.00	\$ 150.00

Compensation

Compensation includes income plus pension contribution	25%	Median	75%
Instructor	272,344	311,487	347,762
Assistant Professor	310,386	342,141	375,000
Associate Professor	332,718	373,398	419,469
Professor	338,655	400,872	434,097
Chair	517,990	552,030	638,593

Faculty Benefits

	Mean	+/- SD	Median
What is the average of non-clinical/ academic time for faculty (not counting the day after In-Hospital Call)	14.3%	8.4%	12.0%
Number of vacation days	25	6.58	24
Number of meeting days	8.3	4.98	8

Dealing with Generational Issues in Academic Medicine

Total Department Support (without CRNA Support) 2013

	Mean	+/- SD	Median
Support without CRNA Support	\$ 7,413,000	\$ 5,105,300	\$ 6,690,000
Support without CRNA Support per FTE	\$ 144,000	\$ 99,900	\$ 119,000

Total Department Support (without CRNA Support)

	\$ Support	\$ Per FTE (Mean)
2009	\$ 5,630,386	\$ 133,196
2010	\$ 6,579,848	\$ 128,619
2011	\$ 7,008,978	\$ 140,435
2012	\$ 6,920,575	\$ 132,339
2013	\$ 7,413,000	\$ 144,000

Institutional Support

Total Support/FTE	2013	\$ 181,000
(Total support – CRNA Support)/FTE	2013	\$ 144,000
	2012	\$ 132,338
	2011	\$ 140,435
(Support without CRNA support)/Site	2013	\$7,413,000±54=
		\$ 137,277
	2012	\$ 128,831
	2011	\$ 134,934

Total Department Support (Without CRNA Support)



The Tsunami???

Is this all sustainable???

Special Recognition

Stephanie Swanson – Department Director

April Jones – Financial Affairs Manager

Sandy Pacholick – Administrative Associate

Dealing with Generational Issues in Academic Medicine



ECONOMICS, EDUCATION, AND HEALTH SYSTEMS RESEARCH
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Organizational Factors Affect Comparisons of the Clinical Productivity of Academic Anesthesiology Departments

Amr E. Abouleish, MD, MBA¹, Donald S. Prough, MD, Steven J. Barker, MD, PhD,
 Charles W. Whitten, MD, Tamas Uchida, MD, and Jeffrey L. Apfelbaum, MD

¹Department of Anesthesiology, University of Texas Medical Branch, Galveston, Texas; ²Department of Anesthesiology, University of Arizona, Tucson, Arizona; ³Department of Anesthesiology and Pain Management, University of Texas Southwestern Medical Center, Dallas; ⁴Office of Biostatistics, University of Texas Medical Branch, Galveston, Texas; and ⁵Department of Anesthesia and Critical Care, University of Chicago, Chicago, Illinois

Productivity measurements based on "per operating room (OR) site" and "per case" are not influenced by staffing ratios and have permitted meaningful comparisons among small samples of both academic and private-practice anesthesiology groups. These comparisons have suggested that a larger sample would allow for clinical groups to be compared using a number of different variables (including type of hospital, number of OR sites, type of surgical staff, or other organizational characteristics), which may permit more focused benchmarking. In this study, we used such grouping variables to compare clinical productivity in a broad survey of academic anesthesiology programs. Descriptive billing and staffing data were collected for 1 fiscal or calendar year from 57 academic anesthesiology departments representing 39 hospitals. Descriptive data included types of surgical staff (e.g., academic medical centers and ambulatory surgical centers [ASCs]), billing and staffing data (total number of cases performed, total American Society of Anesthesiologists units [ASA] billed, total time units billed [15-min units], and daily number of anesthetizing sites staffed [OR sites]). Measurements of total productivity (ASA/OR site) billed hours per OR site per day (H/OR/d), surgical duration (case) hourly billing productivity (ASA/h), and base units/case were compared. These comparisons were made according to type of hospital, number of OR sites, and type of surgical staff. The ASA had significantly less ASA/OR site fewer H/OR/d, and less h/case than non-ASC hospitals. Community hospitals had significantly less H/OR/d and h/case than academic medical centers and incident hospitals and a larger percentage of private-practice or mixed surgical staff. Academic staff had significantly less ASA/h, and significantly more h/case. ASA/h correlated highly with h/case ($r = -0.68$). This study showed that the hospitals at which academic anesthesiology groups provide care are not all the same from a clinical productivity perspective. By grouping based on type of hospital, number of OR sites, and type of surgical staff, academic anesthesiology departments (and hospitals) can be better compared by using clinical productivity measurements based on "per OR site" and "per case" measurements (ASA/h, H/OR/d, h/case, ASA/h, and base/case).

(Anesth Analg 2003;96:802-812)

Benchmarks 2013

MEAN VALUES	FACILITY TYPE					
	All Groups (n=143)	All non ASC (n=111)	ASC (n=32)	AMC/Indigent* (n=80)	Children (n=11)	Community (n=20)
Sites	23.0	28.3	4.5	33.1	17.2	15.30
FTE	13.7	17.0	2.2	19.9	11.1	8.5
Staffing Ratio	1.9	1.8	2.3	1.8	1.6	1.8
tASA/case	14.3	15.6	9.8	16.6	13.6	12.8
Base/case	5.7	6.0	4.7	6.2	5.9	5.4
H/case	2.1	2.4	1.3	2.6	1.9	1.9
tASA/h	7.1	6.7	8.4	6.5	7.2	7.2
Case/OR/d	3.3	3.2	3.7	3.1	3.3	3.5
tASA/OR/y	11,210	11,900	8,816	12,320	10,717	10,871
H/OR/d	6.6	7.2	4.4	7.7	5.9	6.2

Comparing Apples to Apples: Updated clinical productivity benchmarking survey of academic anesthesiology departments demonstrates importance of benchmarking using data on similar facilities

In order to benchmark anesthesiology clinical productivity of a facility, current and detailed information is needed by organizational characteristics, e.g., type of facility, type of surgical staff, and number of anesthetizing sites (1) because there has not been a survey since 2003, we performed a follow-up survey of clinical productivity of academic programs.

Results: 48% of members responded with 143 facilities accounting for 2.5 million cases, almost 40 million billed ASA units, 3,290 anesthetizing sites, and 1,954 anesthesiologists. Median Values of all and some of the subgroups are shown in Tables 1 & 2.

Comparing Apples to Apples-Continued

Discussion: Academic departments are providing care at more facilities and larger facilities (as compared to 2003 survey). It is even more important to compare productivity of a facility with like facilities. Shorter surgical duration (e.g., ASC, Children's, Community, and smaller facilities) lead to more units billed per hour of care (tASA/h) which results in not having as many billed hours for similar productivity per OR (tASA/OR).

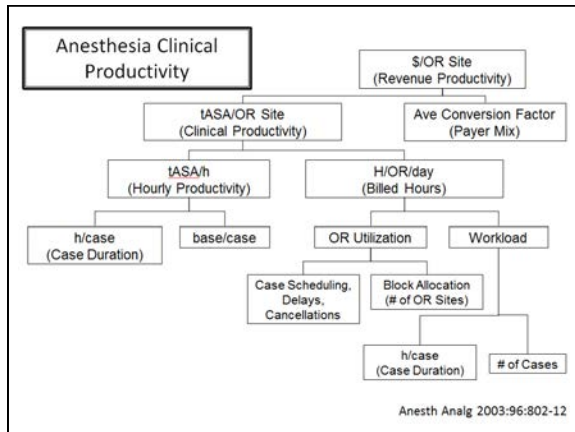
References. (1) *Anesth Analg* 2003; 96:802-812

2013 AAAC/SAAA Clinical Productivity Report

Key Findings:

- 1) Similar to previous reports, ambulatory surgical centers (ASC) have different clinical productivity measurements than full-service facilities. This finding is consistent with the fact that ASC are smaller, do less complex cases, do shorter procedures, and do not function 24/7.
- 2) Smaller facilities (1-9 sites, 10-19 sites) were associated with shorter cases that leads to higher tASA/h productivity. The number of billed hours worked per day (H/OR/d) was less that may be consistent with less after-hour cases and weekend cases.
- 3) Compared to AMC's, Children's Hospitals (not reported in 2003 report) showed lower case duration cases that leads to higher tASA/h numbers. But the overall tASA/OR was not much less despite lower H/OR/d due to this higher hour billing productivity.

Dealing with Generational Issues in Academic Medicine



SYLLABUS

PERFECT STORM (FINANCES AND STATISTICS)

Charles W. Whitten, MD

Disclosure: I have no conflicts except:

- (1) I have a long standing interest in the economics of academic anesthesia practice dating back to collaborations which began with Amr Abouleish and others in the late 1990's.
- (2) We continue to perform collaborative research utilizing national databases.

Learning Objectives:

- (1) Understand finances of U.S. Academic Anesthesiology Departments.
- (2) Understand funding sources to underwrite Academic Anesthesiology Departments.
- (3) Understand financial implications of different types of Academic Anesthesiology practice settings.

References:

- (1) *Anesth Analg* 2003; 96:802-812
- (2) 2013 Survey of Clinical Productivity of Academic Anesthesiology Departments, www.SAAAhq.org