

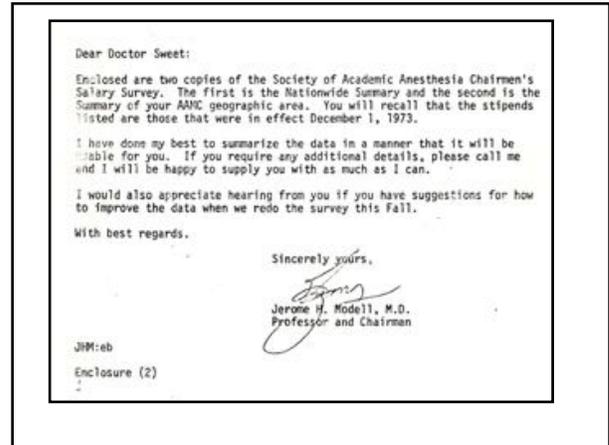
# The Salary Surveys: What's Available and What Should You Use and Your Gold Standard for Negotiating with Your Health System

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 Professor and Chair  
 Department of Anesthesiology  
 University of Michigan



# Outline

- Kevin Tremper: SAAC Survey
- James Grant: MGMA Survey
- Charles Whitten: AAMC Survey
- Ellise Delphin: SAAA Survey



(As of Dec. 31, 1973)  
 1974  
 NATIONWIDE SUMMARY  
 Depts. of Anesthesiology

	PERCENTILE				TOTAL RANGE
	85th	75th	50th	25th	
<b>INSTRUCTOR</b>					
Lowest Stipend	\$35,000	\$34,700	\$29,900	\$25,000	\$10,000-\$40,500
Highest Stipend	\$43,000	\$40,000	\$34,700	\$30,000	\$21,000-\$50,000
Average Stipend	\$38,000	\$36,000	\$31,500	\$27,500	\$20,000-\$48,500
<b>ASSISTANT PROFESSOR</b>					
Lowest Stipend	\$40,000	\$39,500	\$34,000	\$30,000	\$20,700-\$53,000
Highest Stipend	\$50,000	\$46,000	\$41,000	\$37,000	\$28,000-\$80,000
Average Stipend	\$46,000	\$43,000	\$38,500	\$33,500	\$27,000-\$55,000
<b>ASSOCIATE PROFESSOR</b>					
Lowest Stipend	\$49,500	\$47,000	\$43,000	\$38,000	\$28,000-\$80,000
Highest Stipend	\$57,000	\$54,800	\$49,200	\$43,700	\$32,000-\$80,000
Average Stipend	\$53,600	\$50,500	\$45,000	\$40,500	\$30,000-\$80,000
<b>PROFESSOR</b>					
Lowest Stipend	\$58,000	\$55,000	\$47,300	\$43,200	\$29,000-\$75,000
Highest Stipend	\$65,000	\$60,000	\$55,000	\$50,000	\$32,000-\$80,800
Average Stipend	\$60,000	\$57,200	\$52,700	\$46,900	\$37,500-\$75,000
<b>CHAIRMAN</b>					
Stipend	\$70,000	\$65,000	\$60,000	\$54,900	\$32,000-\$100,000

**Rebecca Lovely Celebrates Retirement from UF Department of Anesthesiology after 40 Years of Service: SAAC Salary Survey 1974 to 2011**

## 1990s : A Decade of Change

1. Managed Care: FFS → Capitation
  - Risk Shifting to Provider
  - Primary Care Gate Keepers
  - Academic Centers Poorly Positioned

## 1990s : A Decade of Change

2. Push for Primary Care: 50/50
  - GME Cap
  - 50/50 Plan
  - “Anesthesia for Food”: The Wall Street Journal, 1995
3. BBA: Academic Depts in Jeopardy
  - Cost Shifting Hospital → Depts

## 1994 Abt Associates Inc.

- Care Model
  - Physician Intensive vs CRNA Intensive
- Assumed Slow Growth in Procedures: Managed Care?
- Neglected Growth in Subspecialties e.g.. Pain

## Match Day 1996



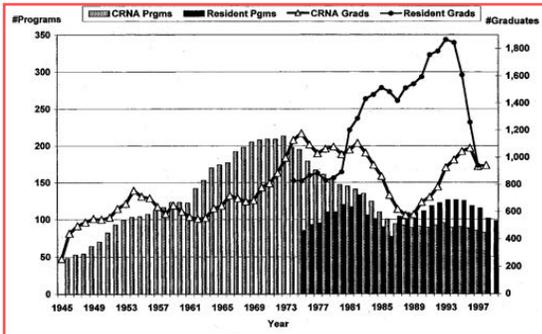
## A Confluence of Three Forces

- ↓ Department Professional Fee \$
- ↓ Residents → ↓ Faculty
- BBA → ↓ Hospital \$ → ↓ Dept. \$

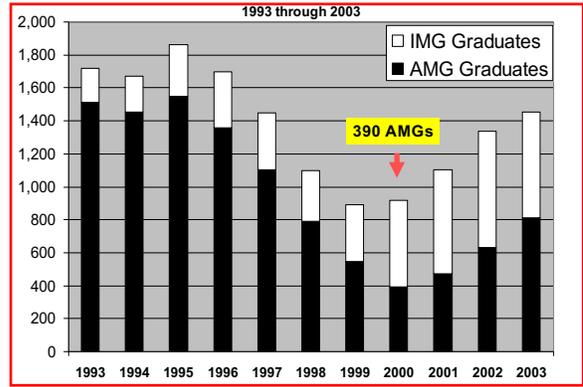
## 1. Manpower in Anesthesiology

- August 2000 Estimated 490 Open Faculty Positions
- Market Forces at Work ? ↓ Supply → ↑ Demand..... but \$ ?
- How Much is Enough? Abt Report

### Number of Anesthesiology Resident & CRNA Programs & Graduates - 1945 to 1997



### AMG and IMG Residents Graduates



### 1999 SAAC/AAPD Council Meeting

Simon Gelman, MD  
 "White Paper" on the status of our Training Program

- Kevin Tremper, Chair
- Steven Barker
- Simon Gelman
- Calvin Johnson
- Joseph Reeves
- Albert Saubermann



*Financial Status of Academic Anesthesia Training Program*  
 SAAC/AAPD Report

Kevin K. Tremper, PhD, MD

### Conclusion

- Manpower shortage → worse for Academic
  - ↓ Pro fees → also worse for Academic
  - Academic departments pay ↑ overhead expenses
- ↓
- 44% Departments in the RED**