



**PERFECT STORM PART II:
WE ARE LIKELY TRANSITIONING TO
PERFECT STORM PART III**

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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.
 - Mark Hudson, Amr Abouleish, and I continue to perform collaborative research utilizing national databases.

Perfect Storm Overview: Part I

This has been presented from 2000-2011 by Kevin Tremper and leaves a wonderful legacy for us in Academic Anesthesiology. No data was presented in 2012 at the SAAA Meeting. I have presented 2012 data for completeness in some of the slides. I have compiled this data since 2012.

**Potential Interim Survey: Impact of COVID on
Academic Anesthesiology**

The answers everyone wants to know

- 1. Compensation. How many departments have had to cut compensation? If so, by how much on average?
- 2. New Hires. How many departments have had to cancel offers made to new hires? How many have a hiring freeze?
- 3. Furloughs or Layoffs. How many departments have had to furlough clinicians? If so, what percent?

***Data needs to be collected for anesthesiologists and mid-level clinicians (CRNA/CAA/PA/NP)

**The Etiology of Perfect Storm
Part I**

**MATCH
DAY
1994**



**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.

**COVID-19 IMPACT on Academic
Anesthesiology is yet to be determined**

***Size of Residency Training Programs**

- In 2019, 1,442 Senior Residents. A total of 6,507 Anesthesiology Residents are enrolled in 158 Core Residency Programs graduated
- (33% women enrolled in all specialty and subspecialty training programs).**
- Residency Production: Confounding Factors
- In 2019, we know that the following pursued ACGME fellowships:

Number of Programs (N)	Positions Filled	% Women
Critical Care Medicine (N=64)	182/246	35.2%
Pain Medicine (N=104)	372/409	21.8%
Pediatrics (N=61)	199/257	49.2%
Adult Cardiothoracic (N=69)	215/222	25.6%
OB (N=37)	44/59	59.1%
Clinical Informatics (N=1)	1/2	0%
Regional & Acute Pain (N=29)	58/59	39.7%
Total	1,097/1,442	

- Given the current issues that the country is struggling with, regarding social injustice, we need to track leadership positions held by women and minorities.
- SAAAPM must take a role in leadership development and increasing diversity

SAAA YEARLY SURVEY DATA 2019

n=71

2019 Department

Attending Physician FTEs	Mean	+/-SD	Median (n)
Surgical Anesthesiologist FTEs	46.0	28.2	39.0 (18)
Acute Pain (In-Patient)	2.0	2.19	1.2 (11)
Chronic Pain (Out-Patient)	3.8	2.62	3.2 (18)
ICU	3.9	4.23	3.0 (18)
Pre-Op Clinic	1.1	0.94	1.0 (18)
Other	1.5	4.69	0.0 (8)
Total	58.3		

2019 Department (cont'd)

Academic Rank	Clinical Anesthesiology Faculty: Total Mean	Clinical Anesthesiology Faculty: Total FTEs Mean	Clinical Anesthesiology Faculty: Clinical FTEs Mean
Chair	1.0	1.0	0.3
Professor	8.9	8.3	5.0
Associate Professor	15.1	14.0	9.9
Assistant Professor	41.9	39.1	31.0
Instructor	5.2	4.9	3.7
Non Academic Clinical	2.1	1.6	1.3
Total	74.2	68.9	58.3

*50,368.9 - 73% (27% non-clinical)

National Clinical Coverage

	Mean	+/-SD	Median (n)
How many OR's does your Department cover each day Monday-Friday?	43.1	24.7	39 (48)
How many Non-OR/Off Site locations does your Department cover each day Monday-Friday?	13.7	8.1	12 (18)
How many OB deliveries with anesthesia involvement does your Department have each year? *How do we staff OB at night and at what level of deliveries does it take to have a dedicated person covering this service?	3,322	2,624	2,666 (2,500)

OB Staffing

	Nights	Weekends
Separately Assigned MD	58%	58%
Crossover Faculty from Main OR	37%	34%
Other	3%	6%
Call From Home	0%	0%

90th percentile deliveries 5,727

National Clinical Coverage

How many faculty do you have on each of these services per day on average, Monday-Friday in the daytime?	Mean	+/-SD	Median (n)
OR	31.2	20.1	26.4 (26)
OB	1.6	1.1	1 (1)
ICU	2.5	2.6	2 (2)
Acute Pain	1.4	0.87	1 (1)
Pain Clinic	3.1	1.97	3 (25)
Pre-Op Clinic	1.0	0.85	1 (1)
Other	2.3	4.08	0 (0)
Total	43.1		

* Reflection of total faculty, not clinical FTE

Department Clinical Sites Coverage Monday-Friday

	Mean	+/-SD	Median (n)
ORs ↑	47.3	25	42 (46)
Off Site ↑	13.7	8.1	12 (18)
OB	1.6	1.1	1 (1)
ICU	2.5	2.6	2 (2)
APS	1.4	0.87	1 (1)
Pain	3.1	1.97	3.0 (25)
Pre-Op	1.0	0.85	1 (1)
Other	2.3	4.08	0 (0)
Total	72.9		

National Institutional Support

	Mean	+/-SD
Institutional Support ↑	\$ 15,405,053	\$ 11,154,828
Institutional Support / FTE ↑	\$ 247,686	\$ 170,270

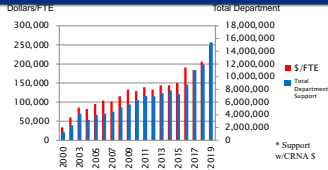
Total Support

	25%	Median (2019)	75%
Total Support ↑	\$ 6,066,009	\$ 13,334,863 (\$11,895,000)	\$ 23,633,486
Total Support per FTE ↑	\$ 102,251	\$ 239,409 (\$205,793)	\$ 355,090

Mean National Institutional Support

Total Support/FTE	2019	2018	2017	2016	2015	2014	2013
	\$ 247,686	\$ 224,091	\$ 183,712	\$ 190,584	\$ 191,512	\$ 186,641	\$ 181,000

Total National Department Support



Comparison of Economic Status by Departmental Size

<40 (n=12) 88+ (n=17)

<40 n=12	Mean	+/- SD	Median (2019)
Institutional Support ↑	\$ 8,245,947	\$ 5,019,958	\$ 8,044,146 (\$ 6,000,000)
Institutional Support per FTE ↑	\$ 301,045	\$ 198,529	\$ 283,752 (\$ 211,677)

88+ n=17	Mean	+/- SD	Median (2019)
Institutional Support ↑	\$ 21,808,538	\$ 10,774,671	\$ 23,828,438 (\$ 18,952,216)
Institutional Support per FTE ↑	\$ 201,980	\$ 105,128	\$ 233,874 (\$ 188,800)

National Department Clinical Revenue

	Mean	+/- SD
ASA Units	\$35,751,482	\$21,570,973
ICU Units	\$2,249,693	\$2,790,023
Pain Units	\$2,331,182	\$2,118,708
Other	\$1,256,284	\$1,238,533
Total	\$41,588,641	

National Collection / FTE

	Mean	+/- SD
ASA Units*	\$ 590,401	\$ 436,929
ICU Units*	\$ 33,631	\$ 59,600
Pain Units*	\$ 35,809	\$ 38,304
Other*	\$ 17,295	\$ 14,981

* Is a true reflection of clinical FTE??

Billing Production National	Mean	+/- SD	Median (2019)
Total Anesthesia Units Billed	814,829	381,989	700,230 (725,113)
Total Anesthesia Units Billed Per FTE	12,696	4,360	12,247 (11,555)

Billing Data	Mean	+/- SD
What is your average \$ amount collected per unit?	\$ 48.49	\$ 33.29
< 40 faculty	\$ 53.36	\$ 39.11 (2019)
41-87 faculty	\$ 50.38	\$ 38.54
88+ faculty	\$ 41.87	\$ 12.07

Number of Units Billed	Mean	+/- SD
ASA Units	814,829	381,989
ICU Work Units	29,763	30,069
Pain Work Units	26,499	18,684
Other	13,194	9,531

Billing – Collection Mean Summary	Mean	+/- SD	Median (2019)
ASA (Base and Time) units billed for anesthesia service	\$48.49	\$33.29	\$38.44 (\$36.11)
Work units in ICUs (wRVUs)	\$72.45	\$44.72	\$57.75 (\$52.2)
Units for Pain (wRVUs)	\$87.90	\$39.53	\$91 (\$78.89)
Any other billed services	\$85.16	\$44.60	\$78.17 (\$61.0)

ASA Units – Collections for Anesthesia Services

n	Mean	SD	90%	75%	50%	25%
71	\$48.49	\$33.29	\$98.25	\$52.39	\$38.44 (\$36.11)	\$28.98

wRVUs – Collections in ICUs

n	Mean	SD	90%	75%	50%	25%
71	\$72.45	\$44.72	\$136.62	\$69.42	\$57.75 (\$52.2)	\$50.82

wRVUs – Collections for Pain

n	Mean	SD	90%	75%	50%	25%
61	\$87.90	\$39.53	\$141.35	\$103.85	\$79.91 (\$78.89)	\$59

ASA Units Billed: ASA Units/Year

n	Mean	SD	90%	75%	50%	25%
67	814,829	381,989	1,292,761	1,156,809	700,230 (725,113)	532,487

Units Billed: ICU wRVUs/Year

n	Mean	SD	90%	75%	50%	25%
56	29,763	30,069	65,382	43,806	22,482 (\$2,268)	6,419

Pain wRVUs/Year

n	Mean	SD	90%	75%	50%	25%
63	26,499	18,684	59,038	38,497	20,183 (\$2,840)	13,078

**SAAA 2019 Compensation
Total Compensation Including Income Plus Pension
Contributions**

Compensation Includes Income Plus Pension Contribution	25%	Median (2018)	75%
Instructor ↑	\$248,510	\$328,750 (\$29,000)	\$351,643
Assistant Professor ↑	\$346,968	\$372,980 (\$28,143)	\$406,214
Associate Professor ↑	\$376,920	\$406,025 (\$91,257)	\$448,727
Professor ↑	\$401,499	\$426,868 (\$41,550)	\$455,750
Non Academic Clinical ↑	\$219,405	\$340,564 (\$26,133)	\$410,344
Chair ↑	\$589,203	\$626,063 (\$60,000)	\$714,021

↑ is not a reflection of C.F.T.E.

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Fringe Benefits

	25%	Median	75%
Instructor	\$0	\$0	\$45,000
Assistant Professor	\$26,290	\$52,047	\$68,117
Associate Professor	\$29,991	\$54,030	\$75,585
Professor	\$29,292	\$56,625	\$76,631
Non Academic Clinician	\$0	\$0	\$0
Chair	\$39,596	\$67,641	\$118,467

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Pension/Retirement Benefits

	25%	Median	75%
Instructor	\$0	\$0	\$0
Assistant Professor	\$0	\$0	\$23,800
Associate Professor	\$0	\$0	\$24,875
Professor	\$0	\$0	\$25,583
Non Academic Clinician	\$0	\$0	\$0
Chair	\$0	\$0	\$34,000

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Summary of 2019 Submissions

For the Average Department

- Same clinical work as reflected by ASA units and work RVUs
- Greater compensation per faculty
- Improved collections per unit worked
- Unprecedented increase in Institutional Support

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