

# What Do You Measure, and How Do You Review Faculty?

Katy Oksuita, MS – University of Wisconsin

Greg Archual, MBA – The Ohio State University

Greg Volturo, MD – University of Massachusetts

Jim Scheulen, PA, MBA – Johns Hopkins

Cathi Harbertson – Johns Hopkins

# Annual Faculty Review: Using Metrics for Success



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## What you can expect from this session:

- Review feedback received from survey on the information programs are using to conduct their annual review process
- Benchmark data currently available that may be beneficial for your programs
- Discussion on what additional information would be valuable to collect into the future
- Group consensus on how to move forward with next steps

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Feedback received from Pre-meeting Survey sent to Administrators:

N=29

60% of programs use benchmark data during the annual review process

Of the benchmarks used:

94% utilize departmental data

77% utilize AAAEM data

38% utilize organizational data

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Clinical metrics programs use during the annual review process:

- Number of Patient Visits (PPH) – 86%
- Patient Satisfaction – 58%
- ED Length of stay – 41%
- Average Charge vs RVU (per hour or per patient) – Approx. 30%

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Non-Clinical Metrics Programs use during the annual review process:

- Scholarly Work – 100%
- Attendance – GR/JC/M&M – 92%
- Publications– 89%
- Resident Evaluations – 89%
- Faculty Meeting Attendance – 89%
- Non-Departmental Committee Attendance – 67%
- Student Evaluations – 57%
- Awards – 50%

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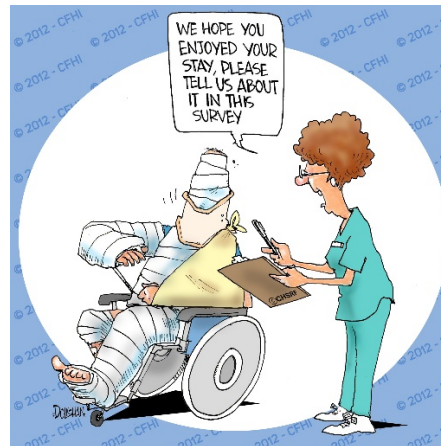
## AAAEM Clinical Throughput Benchmarks

	FY18 AAAEM Average	FY18 AAAEM Median
Patients Per Hour	2.52	2.56
Bed to Decision (Discharge)	3.38	2.76
Bed to Decision (Admit)	4.10	3.18
ALOS (All Patients)	4.84	3.71
% Hospitalized	26.2%	26.0%

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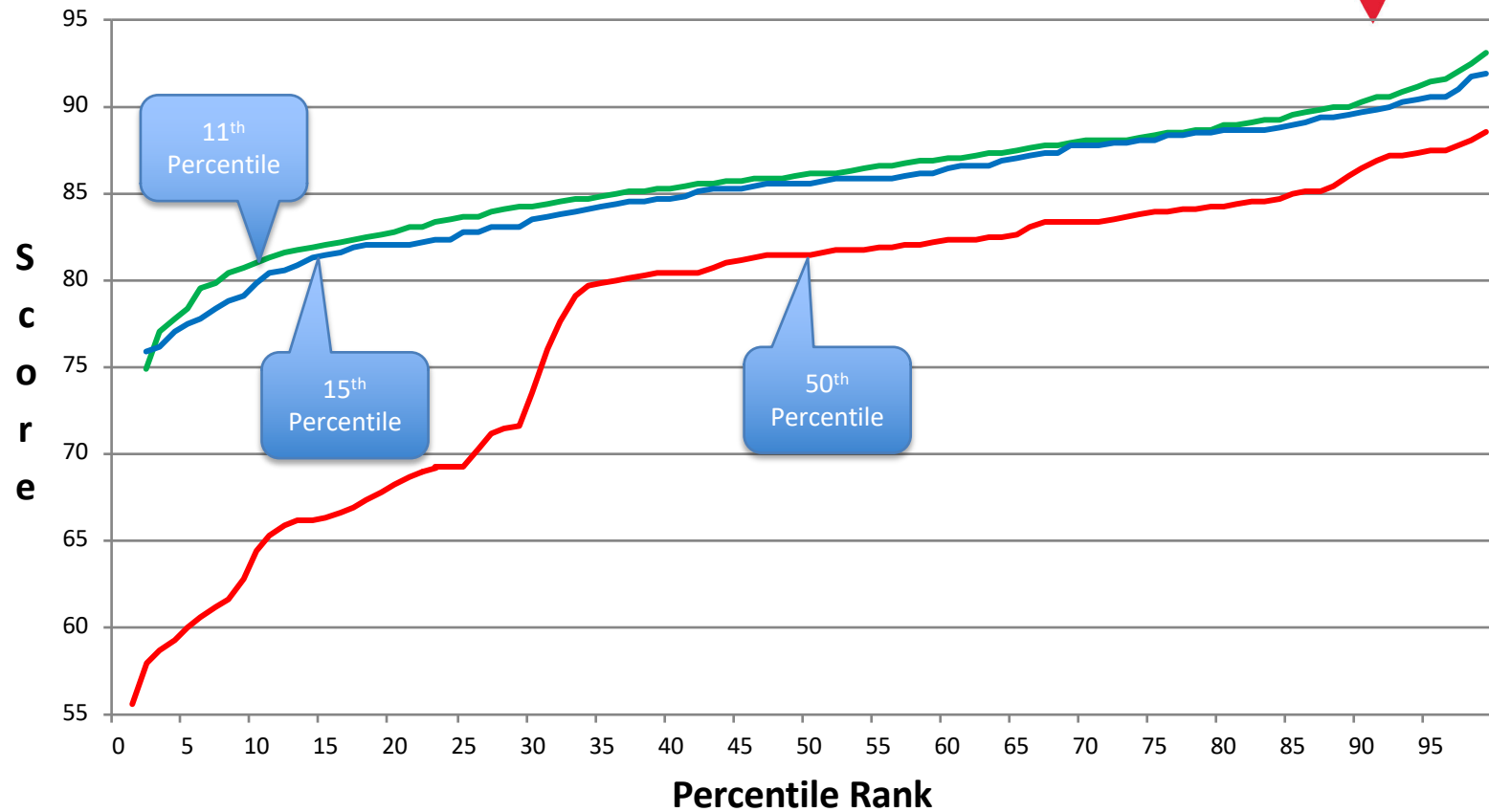
## AAAEM Patient Satisfaction Benchmarks

	FY18 AAAEM Average	FY18 AAAEM Median
Press Ganey: Physician Overall Score	77.9	81.7
Press Ganey: Likelihood to Recommend	70.3	73.0





# Press Ganey Physician Overall Score



— AAAEM FY18 Press Ganey Pt Sat: Physician Overall Score

— PG Large Hospital Jan - Mar 2018

— PG Academic Jan - Mar 2018

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## AAAEM Financial Benchmarks

	FY18 AAAEM Average	FY18 AAAEM Median
Collections Per Patient	\$131.01	\$128.50
wRVU Per Hour	6.96	6.84
wRVU Per Patient	3.00	2.94
% EM Level 1	0.6%	0.3%
% EM Level 2	3.8%	2.8%
% EM Level 3	19.9%	20.4%
% EM Level 4	37.8%	35.1%
% EM Level 5	33.6%	34.2%
% EM Level CC	4.2%	3.6%

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## Academic Metrics Not Being Collected In AAAEM Benchmark Survey

- Scholarly Work – 100%
- Attendance - GR/JC/M&M – 92%
- Publications– 89%
- Resident Evaluations – 89%
- Student Evaluations – 57%
- Awards – 50%
- Faculty Meeting Attendance – 89%
- Non-Departmental Committee Attendance – 67%

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## Potential AAAEM Data Collection Metrics for Annual Reviews

Clinical	Academic	Other
Patients Per Hour	Scholarly Work	Faculty Meeting Attendance
Bed to Decision (Discharge)	Awards	Non-Departmental Committee
Bed to Decision (Admit)	Publications	Attendance
Collections Per Patient	Resident Evaluations	
ALOS (All Patients)	Student Evaluations	
% Hospitalized	Attendance (GR/JC/M&M)	
Press Ganey:		
Physician Overall Score		
Likelihood to Recommend		
wRVU Per Hour		
wRVU Per Patient		
% EM Level 5		
% EM Level CC		

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## Time to Vote

- Go to [www.menti.com](http://www.menti.com)
- Use code 630875