

Administration of Emergency Medicine



ENDOWED FACULTY POSITIONS IN ACADEMIC EMERGENCY MEDICINE: ONE DECADE LATER

Francis L. Counselman, MD,* Sandra A. Deane, MD,* and Lucie Ford, MS†

*Department of Emergency Medicine, Eastern Virginia Medical School and Emergency Physicians of Tidewater, Norfolk, Virginia and †Eastern Virginia Medical School, Norfolk, Virginia

Corresponding Address: Francis L. Counselman, MD, Department of Emergency Medicine, Eastern Virginia Medical School, 600 Gresham Dr, Raleigh Bldg, Rm 304, Norfolk, VA 23507

Abstract—Background: In 2004 and 2009, we examined the number of endowed faculty positions in academic departments of Emergency Medicine (ADEMs). **Objective:** We sought to survey ADEMs regarding the number of endowed faculty positions and compare the results to the 2004 and 2009 studies. **Methods:** A survey was e-mailed to the chairs of all ADEMs belonging to the Association of Academic Chairs of Emergency Medicine. We requested information on the following: the number of endowed chair and professorship positions; the amount required to fund; the amount allowed to be spent annually; the date established; and the source of funding. **Results:** Eighty-nine chairs responded (100% response rate). Nineteen chairs reported 1 endowed chair position. One chair reported 2 such positions, and 2 chairs reported 3 positions. One chair reported 4 positions. In total, 23 ADEMs (25.8%) reported 31 endowed chair positions. For endowed professorships, 8 chairs reported 1 professorship each. Four chairs replied that they had 2 positions each and 2 chairs reported 3 positions each. A total of 14 ADEMs (15.7%) reported having 22 endowed professorships. The most common amount required to fund an endowed chair position was \$2 million, and \$1 million for an endowed professorship. The majority of ADEMs were allowed to spend 4% to 5% of the value of the endowment annually. **Conclusion:** Thirty ADEMs (33.7%) currently have an endowed position, compared to only 19 (26%) 5 years ago. Emergency Medicine now has a total of 53 endowed positions, compared to only 25 such positions in 2009 and just 9 endowed positions in 2004. © 2015 Elsevier Inc.

Keywords—academic department of emergency medicine; chair; endowed; endowment; professorship

INTRODUCTION

In 2004, we conducted a survey of all academic departments of Emergency Medicine (ADEMs) in the United States regarding their number of endowed faculty positions, including both chair and professorship (1). In 2009, we completed a follow-up study, examining the growth in the number of endowed faculty positions in ADEMs 5 years later (2).

The purpose of this study is to evaluate the progress made in the establishment of endowed chair and professorship positions in ADEMs over the past decade. This study is important because the results serve as 1 measure of the maturation of Emergency Medicine (EM) as a specialty. Endowed faculty positions in a department can improve recruiting and allow monies otherwise directed toward salaries be used for improvement purposes. These positions are also considered an honor and can be used to reward the best faculty.

MATERIALS AND METHODS

We used the same methods we used in the 2009 and 2004 studies. The only difference between the current and 2009 studies to the original 2004 study is that the 2-page survey

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was e-mailed to all chairs of ADEMs in the United States, rather than mailed, as in the original study. All questions remained the same. We used the Association of Academic Chairs of Emergency Medicine (AACEM) database, as of September 1, 2014, to identify all ADEMs in the United States. The reason we used this database is that it appears to be the only one that contains information on U.S. ADEMs. Historically, once an institution creates an ADEM, the chair of that department quickly joins the AACEM.

Eighty-nine surveys were distributed. If the chair reported that the department did not have an endowed position, nor had plans for such, the survey was considered complete. For those chairs responding that they had an endowed position, or were in the process of establishing an endowed position (ranging from planning to partially funded), further information was requested. This information included the following: the date of establishment; the amount required to fully fund the position(s); the official name of the position(s); the amount of spending allowed; and the source(s) of the money to fund the endowed position(s). For the source of funding question, several options were provided: family, friends, former residents, grateful patients, local industry, and "other," allowing free text. If an endowed position was only partially funded, the current level of funding was requested. A department was considered to have an endowed faculty position only if it was fully funded; partially funded positions were not included.

Nonresponders were e-mailed a second survey approximately 2 weeks after the initial survey. The remaining nonresponders were contacted by e-mail or telephone. Responses were collected and reported in real numbers and percentage of total respondents. No formal statistical analysis was used in evaluating the results. This study was considered exempt by the institutional review board of Eastern Virginia Medical School.

RESULTS

Eighty-nine surveys were returned (a 100% response rate). The number of chairs of ADEMs with membership in AACEM increased from 62 in 2004 to 73 to 2009 to 89 in 2014. The growth in the number of ADEMs between 2004 and 2009 was a 17.7% increase. For the period 2009 to 2014, a 21.9% increase in the number of ADEMs in the United States was observed.

For endowed chair positions, 19 chairs reported 1 endowed chair position each. One chair reported 2 such positions and 2 chairs reported 3 endowed chair positions. One chair reported 4 such positions. In total, 23 ADEMs (25.8%) reported 31 endowed chair positions (Table 1). Since 2009, this represents a 120% increase in the number of ADEMs with endowed chair positions. Similarly, since

2009, the actual number of endowed chair positions has increased from 13 to 31, a 238% increase.

For endowed professorships, 8 chairs reported 1 professorship each. Four chairs reported 2 such positions each, and 2 chairs reported 3 such positions each. A total of 14 ADEMs (15.7%) reported having 22 endowed professorships (Table 2). Since 2009, the number of ADEMs with an endowed professorship has increased from 10 to 14 or a 40% increase. The actual number of endowed professorships has increased from 12 to 22, or an 83.3% increase.

Overall, 30 ADEMs (33.7%) now have an endowed faculty position, compared to 26% 5 years ago. It appears ADEMs now have a total of 53 endowed faculty positions in the United States, compared to only 25 such positions identified in the 2009 study.

The amount required to fund an endowed chair position ranged from \$500,000 to \$3.2 million, with the most common amount identified as \$2 million. This is somewhat higher than the \$1.5 million noted in the 2009 study. For endowed professorships, the amount of funding required ranged from \$500,000 to \$2.5 million, with the most common amount being \$1 million; this is unchanged from 2009. Finally, the overwhelming majority of ADEMs reported they could spend 4% to 5% of the value of the endowment annually; again, this is unchanged from the 2009 study.

Similar to the previous studies, former faculty, former residents, and friends were the most frequently cited sources for funding endowments. Compared to 2009, an increasing number of ADEMs used some portion of their clinical practice revenue to fund endowed positions. There was also a slight increase observed in funding from grateful patients, compared to previous studies.

DISCUSSION

An endowment is a fund created for a specific purpose and invested to provide ongoing revenue to support the mission of an organization. They are usually structured so that the principle amount (or corpus) remains intact, while some portion of the investment income is available to be spent on an annual basis. Earnings in excess of the annual spending limit are reinvested into the corpus, creating a cushion for those years in which the earnings are less than the spending limits (3). In this way, endowments allow donors to observe their gifts in perpetuity, while providing a steady revenue stream.

The most commonly cited figure for spending limits on endowments is in the 4% to 5% range for academic institutions (2). This is the same amount we found in the current study, which is also unchanged from our 2004 and 2009 studies. This annual income can be used for many purposes, including partial salary support, research endeavors, resident and fellow education, etc.

Table 1. Endowed Chair Positions in Academic Departments of Emergency Medicine in the United States

Institution	Name	Year Established
Wake Forest University	Frederick W. Glass Chair of Emergency Medicine	1988
Wayne State University	Munuswamy Dayanandan Endowed Chair in Emergency Medicine	1995
University of Cincinnati	Richard C. Levy Professor of Emergency Medicine	1995
University of Cincinnati	Distinguished Chair for Clinical Research in Emergency Medicine	1998
University of Missouri-Kansas City School of Medicine	St. Lukes Missouri Endowed Chair of Emergency Medicine	1999
University of Texas Southwestern Medical Center	Riggs Family Chair in Emergency Medicine	2000
Emory University	Asa Candler Chair	2000
University of California–Davis	Bo Tomas Brofeldt Endowed Chair in Emergency Medicine	2006
Emory University	Ada Lee and Pete Correll Chair	2007
University of Pittsburgh	Ronald D. Stewart Chair	2007
East Carolina University	ECU Distinguished Professor and Chair in Emergency Medicine	2008
Loma Linda University	William and Nancy Wittlake Emergency Medicine Research and Education Endowment Fund	2008
University of Cincinnati	W. Brian Gibler EMCREG- International Chair for Education in Emergency Medicine	2008
University of Arizona–Tucson	Virginia Piper Chair of Emergency Medicine	2008
Oklahoma University	Kaiser Foundation Professor and Chair in Emergency Medicine	2009
Indiana University	Rolly McGrath Chair in Emergency Medicine	2009
University of Pittsburgh	Paul M. Paris ERMI Chair	2009
University of Pittsburgh	UPMC Endowed Chair	2009
New York University School of Medicine	Herbert W. Adams Professor and Chair of Emergency Medicine	2009
University of Michigan	Ernest John Sorini Chair of Emergency Medicine	2010
Alpert Medical School of Brown University	Frances Weeden Gibson, Edmund A. Iannucilli, MD Professor of Emergency Medicine	2011
Hofstra North Shore–LIJ School of Medicine	Dorothy and Jack Kupferberg Endowed Chair	2012
University of Louisville	Unnamed	2013
University of Wisconsin	Wisconsin Chair of Emergency Medicine	2013
University of California–San Diego	Ted and Michelle Gurnee Chair of Hyperbaric Research	2013
Albany Medical Center	Vincent P. Verdile, MD Chair of Emergency Medicine	2013
Emory University	Roxann Arnold Professorship in Palliative Care Medicine	2013
University of California–San Francisco	Unnamed	2013
University of Arkansas for Medical Sciences	Stanley E. Reed Endowed Chair in Emergency Medicine	2014
University of Cincinnati	Edward Otten Chair for Education	2014
University of Texas Southwestern Medical Center	Audre and Bernard Rapoport Distinguished Chair in Clinical Care and Research	2014

We have observed an increase in the number of endowed chair positions in ADEMs over the past decade. In 2004, there were 5 endowed chair positions located within 4 ADEMs. Today, there are 31 endowed chair positions housed in 23 ADEMs—a 5- to 6-fold increase. Similarly, in 2004 there were 4 endowed professorships in 3 ADEMs. Today, there are 22 endowed professorships in 14 ADEMs—again a nearly 5- to 6-fold increase.

Some of this growth in the number of endowed positions is simply a reflection of the growth in the number of ADEMs in the United States. Another reason is likely the maturity of our specialty. This year we are celebrating the 35th anniversary of Emergency Medicine's recognition as the 23rd specialty by the American Board of Medical Specialties (ABMS). Many faculty and graduates of EM residency programs have or are currently reaching their peak earning years. Others have made financial contributions to an endowment a part of their estate planning. This is consistent with the fact that the majority of ADEMs with endowed positions identified "former faculty, former residents, and friends" as the most frequent source of funding for their endowment. The authors

(F.C., S.D.) can speak first-hand to the generosity of their EM residency graduates in supporting the academic mission of our department.

Unfortunately, there continues to be little new literature regarding endowments in academic medicine since our first study in 2004. We could find only 2 new articles on the subject: 1 dealing with dermatology and the other with radiation oncology (4,5). Singh et al surveyed 125 dermatology departments and divisions regarding endowments; they had a 29.6% response rate (4). Five responders (13.5%) reported no endowments and 7 reported having >\$5 million in endowments. Fourteen (37.8%) responded they had between <\$100,000 and \$1 million. The focus of their study was different from ours, and that, coupled with the low response rate, prevents any meaningful comparisons to be made. Wasserman et al conducted a survey of the 86 chairmen of academic departments of radiation oncology in the United States. They had a 90% response rate. Sixty-five percent of chairs responded they had at least 1 endowed professorship; 34% had >1 endowed professorship. Overall, in 2008 there were 109 endowed professorships in radiation

Table 2. Endowed Professorship Positions in Academic Departments of Emergency Medicine in the United States

Institution	Name	Year Established
Wayne State University	Edward S. Thomas Endowed Professorship in Emergency Medicine	1997
Eastern Virginia Medical School	EVMS Distinguished Professorship of Emergency Medicine	1999
University of New Mexico	George F. Key Professorship	1999
University of Kentucky	Dr. William Jack Carey Professorship in Emergency Medicine	2001
Wayne State University	Brooks F. Brock, MD Endowed Professorship in Emergency Medicine	2004
University of New Mexico	Fleming Endowment	2004
University of Minnesota College of Medicine	Ernest and Bernice Ruiz Professorship in Emergency Medicine	2007
New York University School of Medicine	The Stanley and Fiona Druckenmiller Professor of Emergency Medicine	2007
University of Pittsburgh	Ronald D. Stewart Endowed Chair in Emergency Medicine Research	2007
University of California–Davis	Pediatric Emergency Research Endowed Professorship	2008
Oregon Health Sciences University	Jerris Hedges Endowed Professor of Emergency Medicine	2009
Oregon Health Sciences University	Jon Moorhead Endowed Professor of Emergency Medicine	2009
University of Pittsburgh	Peter Safar Professor	2009
University of Pittsburgh	James O. Page Professor	2009
University of Arizona–Tucson	Three “Distinguished Professor of Emergency Medicine” positions	2010
Hofstra North Shore–LIJ School of Medicine	Dorothy and Jack Kupferberg Professorship	2012
University of California– Davis	Susan P. Baker and Stephen P. Teret Chair in Violence Prevention	2013
University of Wisconsin	Vice Chair of Research	2013
University of Maryland	Elizabeth Tso, MD Professor of Emergency Medicine	2014
Harvard Medical School (Brigham and Women’s Hospital)	Neskey Family Professor of Emergency Medicine	2014

oncology; that compares to only 38 such positions in 1998. Similarly, the number of departments with ≥ 1 endowed chair had grown from 31% in 1995 to 65% in 2008. The amount required to fund such a position ranged from \$500,000 to \$3 million; the overwhelming majority were between \$1 million and \$2 million dollars.

In a 1998 survey of all 124 departments of surgery listed in the Directory of the Association of American Medical Colleges, a total of 211 endowed chairs were named for surgeons in 75 medical schools (6). At that time, there were 21 chairs in the process of development (6). Similar to our study, Cohn found that “friends and family” were the most frequently noted contributors to endowments, followed by “former residents” (6).

In 1999, Murden and Lamb published the results of a survey sent to 123 chairs of internal medicine departments, seeking the number of endowed positions in all internal medicine specialties (7). They had a 75% response rate and found 14.1% of general internal medicine divisions had endowments compared to 21.9% for other divisions of internal medicine (7).

One interesting phenomenon is that some institutions are able to endow multiple positions, while 33.7% of ADEMs have at least 1 endowed position. Twelve ADEMs (13.5%) have multiple endowed positions. Yet the majority of ADEMs (66%) do not have a single endowed position. There are many possible reasons for this disparity, including the effort placed on fundraising, the institution’s finances and culture,

the age of the academic department, clinical revenue, and local politics.

LIMITATIONS

Similar to our previous 2 studies, there are some limitations to this study. Only chairs of ADEMs belonging to the AACEM were surveyed. To the authors’ knowledge, this is the only database that contains all of the required information regarding ADEMs in the United States. It is possible that a chair of an ADEM who is not a member of AACEM did not receive the survey. In addition, the AACEM website has been revised and it is now less clear which institutions are academic departments; membership is now listed by individual rather than department. Finally, there is the possibility that endowed faculty position(s) exist at medical schools without an ADEM, and therefore were not included in our study. This would be the case if Emergency Medicine were a division, rather than its own department. Given these limitations, the number of endowed positions we have identified would be the minimum. In all likelihood, the number of endowed positions in Emergency Medicine is probably greater than we identified, and certainly not less.

CONCLUSION

Thirty ADEMs (33.7%) now have an endowed position, compared to only 19 (26%) 5 years ago and only 6

(9.7%) 10 years ago. ADEMs now have a total of 53 endowed faculty positions, compared to only 25 such positions in 2009 and 9 in 2004.

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ARTICLE SUMMARY

1. Why is this topic important?

Endowed faculty positions are a sign of the maturity and economic viability of a specialty. Emergency Medicine continues to increase the number of endowed positions in the specialty.

2. What does this study attempt to show?

This study shows the growth in the number of endowed faculty positions in Emergency Medicine over the past 5 and 10 years.

3. What are the key findings?

The number of endowed faculty positions (both chair and professorship) has increased significantly over the past 5 years and 10 years.

4. How is patient care improved?

Patient care is improved indirectly by endowed positions by providing more financial resources available for training, research, and faculty development within an academic department of Emergency Medicine.