Hot Topics

Marilea Grider, MS, MT(ASCP)
Executive Administrator
Emergency Medicine & Pathology
Emory University School of Medicine

Ashlee M Melendez, MSPH, BSN, CCRC
Associate Director/Administrator
Department of Emergency Medicine
University of Louisville, SOM
1. **FTE (full-time equivalents)**

- The average standard for FTE was 40 clinical hours per week, Ann Emerg Med. 1998 May;31(5):595-60

- 1880/40hr. Week/47 week year0
<table>
<thead>
<tr>
<th></th>
<th>Physician FTE Clinical Hours Base Number</th>
<th>Minimum Annual Clinical Hrs Expectation</th>
<th>Minimum Annual Clinical Hours</th>
<th>Physician FTE Assumed Weeks in Year</th>
<th>Hours Full-Time Work Week</th>
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<tbody>
<tr>
<td>Min</td>
<td>1,094</td>
<td>Yes</td>
<td>240</td>
<td>44</td>
<td>28</td>
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<tr>
<td>25th Percentile</td>
<td>1,320</td>
<td>Yes</td>
<td>370</td>
<td>46</td>
<td>40</td>
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<td>50th Percentile</td>
<td>1,373</td>
<td>38</td>
<td>400</td>
<td>47</td>
<td>40</td>
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<tr>
<td>75th Percentile</td>
<td>1,532</td>
<td>&lt;&gt;</td>
<td>608</td>
<td>48</td>
<td>49</td>
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<tr>
<td>Max</td>
<td>1,880</td>
<td>No</td>
<td>1,748</td>
<td>52</td>
<td>60</td>
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<tr>
<td>Mean</td>
<td>1,421</td>
<td>29</td>
<td>588</td>
<td>47</td>
<td>43</td>
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<tr>
<td>Median</td>
<td>1,373</td>
<td>56.7%</td>
<td>400</td>
<td>47</td>
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2016 Benchmark Survey
Primary Academic Only
Compensation models

- Clinical RVU
- Academic model
- AAMC and RVU Scorecard - see handout
- Work hours
2. APP

- Classified as Faculty or Staff? (concerns around teaching requirement)
- Incentive Plans Available? (lots of interest in plans)
  - wRVU based
  - Patients per hour
- On-Call
- Reporting Structure
Chief APP

• Salary/Buy downs
• Recruitment challenges (many recruited internally)
• Reporting Structures
3. Aging Out

- Departmental aging policies
  - Physicians
  - APPs
- Nocturnist
- Extra shifts (Moonlighting)
- Part timer shifts
- Night shift pay rate
- Buy down ability