Association of Pathology Chairs - Survey of Academic Department Characteristics (Fiscal Year 2010-2011)

Benchmarking Academic Practices

PURPOSE AND PROCEDURES: This survey is intended to gather information that will be anonymized and made available to participating departments to provide comparisons to other academic departments and to be of management value; for example, in negotiations with payers (deans, hospitals, insurance companies, etc.), clients, and faculty (pathologists' work load, pay, etc.) on issues related to academic pathology, including the clinical, research and teaching missions. Please complete as much of the survey as you are able. Skip questions that do not apply to your institution.

Your school will not be recorded by name in any released data other than the list of participants. Your school will be converted to a number for data analysis. Distribution of results will only be to those departments that complete the survey. Only summary data will be distributed so that the reported characteristics of specific departments cannot be recognized and will remain confidential.

TIMEFRAME: Use the most recent finished fiscal year (2010-2011) for income and expense items. Use the status at the end of the fiscal year for counts.

RECOMMENDED PROCEDURE FOR COMPILING AND SUBMITTING THE SURVEY: Distribute the PDF template of the survey that was included with the notification email to relevant staff for completion. Collate their responses into a single survey template. Submit the completed survey TYPEWRITTEN (not handwritten) in the PDF format. Return the completed PDF by email to apc@asip.org.

COMPLETION DATE: All survey responses must be received by Monday, November 21 2011.

QUESTIONS: If you have a question concerning the survey, please send an email to apc@asip.org with the subject line "Survey Questions". Your questions will be sent anonymously to the APC/PDAS Survey Working Group and a response will be delivered to you through the APC administrative office.

APC/PDAS Survey of Academic Department Characteristics
Fiscal Year 2010-2011 **(SUBMISSION DEADLINE: November 21, 2011)**

Name of Institution

Fiscal Year End, Date (i.e., 9/30/10)

Name of Person Completing Survey

Email of Person Completing Survey

SECTION 1. MEDICAL SCHOOL CHARACTERISTICS:

1.1. Type of medical school:

☐ Private ☐ Public ☐ Other Specify type:

1.2. Size of medical school graduating class:

1.3. Approximate pathology faculty hours devoted to medical student teaching:

1.4. Is there any direct payment from the medical school to the department for teaching time and effort?

Yes ☐ No ☐ If yes, what is the dollar amount: $

State Funds:

Yes ☐ No ☐ If yes, what is the dollar amount: $

Other Funds:

Yes ☐ No ☐ If yes, what is the dollar amount: $

1.5. Do your faculty teach students other than medical students? ☐ Yes ☐ No

Select all categories that apply:

☐ Med Tech

☐ Cytotech

☐ Undergrads

☐ Grad Students

Other, specify type:

SECTION 2. HOSPITAL CHARACTERISTICS:

2.1. Total number of hospitals for which you provide pathology services:

2.2. Total number of beds in these hospitals:

2.3. Type of hospitals and number of hospitals (should equal total in Question 2.1 above):

University:

Other Non-Profit Organization:

VA:

Other Governmental (county, city): Please specify:

For Profit:

Other Please specify:

[NOTE: No part of Section 3 is being surveyed in 2011.]

SECTION 4. DEPARTMENTAL REVENUE AND BUSINESS OPERATIONS:

4.1. Did your Part A income increase or decrease this year? Give the percent change, indicating a decrease with a negative sign: (%) (Denote "+" or "-")

4.2. Did your Part B income increase or decrease this year? Give the percent change, indicating a decrease with a negative sign: (%) (Denote "+" or "-")

4.3. Did your Research income increase or decrease this year? Give the percent change, indicating a decrease with a negative sign: (%) (Denote "+" or "-")

SECTION 5. CLINICAL FACULTY CHARACTERISTICS:

In answering questions 5.1, 5.2, and 5.3, use percentages of effort from macro to micro.

Example:

Dr. Jones is a surgical pathologist. He is full-time.
80% of his time is devoted to clinical service, 15% to education, 5% to research.
90% of the time is devoted to surgical pathology sign-out and 10% to administration (director of immunohistochemistry).
He is .72 FTE in surgical pathology (88300 series), .08 is for Part A activities.
Dr. Smith is a surgical pathologist/cytopathologist. She is full-time.
70% is devoted to clinical service, 20% to research, 5% to education.
50% effort is allocated to surgical pathology, 40% to cytopathology, 10% to administration (director of cytopathology).
She is .35 FTE surgical pathology, .28 cytopathology, 0.7 administration.
Dr. Doe is a hematopathologist/surgical pathologist. She is 0.8 FTE total.
100% is clinical service.
Half is surg path and half is hemepath.
0.4 is surg path and 0.4 is hemepath
Dr. Roe is a hematopathologist/molecular pathologist, full-time.
50% is clinical service, 50% grant-funded research.
Of the clinical service, 0.5 is hematopathology, and the remainder is director of molecular pathology (all Part A).
.25 is hematopathology

The department does 5000 WRVUs in surg path, 2000 in hemepath, and 800 in cytopath. There are 1.47 FTEs in surg path, 0.65 in hemepath and .28 FTEs in cytopath. From this, one can impute that the RVUs per pathologist are: 3401 per surgical pathologist, 3076 per hematopathologist, and 2857 per cytopathologist.

5.1. What is your annual clinical faculty work load? (Count WRVUs.):

Surgical Pathology (88300-88309*, 88312, 88313, 88342*): WRVUs

[Note: If 88305 and 88342 work can be delineated between Surgical Pathology and Hematopathology, please split those WRVUs and FTEs (in later questions), accordingly. If the work cannot be delineated, please allot ALL 88305 and 88342 to Surgical Pathology.]*

Surgical Pathology includes ALL 88305 (none in Hematopathology)?: ☐ Yes ☐ No

Surgical Pathology includes ALL 88342 (none in Hematopathology)?: ☐ Yes ☐ No

Intraoperative Consultations (88329-88334): WRVUs

Consults (88321-88325): WRVUs

Gyn. Cytology (88141-Prof. Only): WRVUs

Hematopathology (codes listed below): WRVUs

(83020, 85060, 85097, 88188, 88189, 88291, 88305*, 88311, 88312, 88313, 88319, 88334, 88342*, 88365, 88368)

Non-Gyn Cytology (88104-88160): WRVUs

FNAs (88170-88173): WRVUs

Molecular Interpretations (83912): WRVUs

Clinical Lab Consults (80500-80502): WRVUs

Total Number of Clinical Lab Interpretive Tests Billed (15 CMS list): (#)

Total Number of Billable Clinical Laboratory Tests Performed: (#)

5.2. What is your distribution of clinical faculty FTE's?

To define FTEs, count only the percent effort allocated to this area. As an example, if a pathologist is full time surgical pathology/ cytopathology. Overall, 70% is devoted to clinical service, 20% to research, and 5% to education. 50% of the clinical effort is allocated to surgical pathology, 40% to cytopathology, 10% to administration (director of cytopathology). This is .35 FTE surgical pathology, .28 cytopathology, 0.7 administration. Another pathologist works 0.8 FTE overall and is a hematopathologist/surgical pathologist with 100% clinical service. Half is surgical path and half is hematopathology. This is 0.4 FTE surgical pathology and 0.4 FTE hematopathology

General Surgical Pathologist: FTEs

Dermatopathologist: FTEs

GI Pathologist: FTEs

Neuropathologist: FTEs

Renal Pathologist: FTEs

Cytopathologist: FTEs

Hematopathologist: FTEs

Molecular Pathologist: FTEs

5.3. What is your workload per pathologist?

Divide the WRVUs for each area by the FTEs calculated in 5.2 to calculate WRVUs per FTE.

General Surgical Pathologist: WRVUs / FTE

Dermatopathologist: WRVUs / FTE

GI Pathologist: WRVUs / FTE

Neuropathologist: WRVUs / FTE

Renal Pathologist: WRVUs / FTE

Cytopathologist: WRVUs / FTE

Hematopathologist: WRVUs / FTE

Molecular Pathologist: WRVUs / FTE

5.4. What is your total faculty FTEs allocated to PART A activities (overall)?

Please count only the percent effort allocation to administration and which should be counted as Part A. For example, if the director of surgical pathology devotes 80% effort to clinical service,15% to education and 5% to research, and 90% of the clinical effort is surgical path sign-out and 10% is administration, then this is .08 administration and .72 surgical pathology). Another pathologist is a hematopathologist/molecular pathologist, full-time with 50%clinical service, 50% grant-funded research. Of the clinical service, 0.5 is hematopathology the remainder is director of molecular pathology (all Part A). So this .25 is hematopathology and .25 administration.

General Surgical Pathologist: FTEs

Dermatopathologist: FTEs

Cytopathologist: FTEs

GI Pathologist: FTEs

Neuropathologist: FTEs

Renal Pathologist: FTEs

Autopsy Pathologist: FTEs

Hematopathologist: FTEs

Blood Bank (MD+PhD): FTEs

Molecular Pathologist (MD+PhD): FTEs

Cytogeneticist (MD+PhD): FTEs

Microbiologist (MD+PhD): FTEs

Clinical Immunologist (MD+PhD): FTEs

Clinical Chemist (MD+PhD): FTEs

Other CP (MD/PhD): FTEs Specify Type:

5.5. For AP faculty (>50% time on service), how many weeks on service is considered full time on service PER YEAR?
Weeks / Year

5.6. For CP faculty (>50% time on service), how many weeks on service is considered full time on service PER YEAR?
Weeks / Year

5.7. How do you support off service time for clinical faculty and what are your expectations?

5.8. During the past year, did the number of pathology faculty at your medical school and/or major teaching hospital(s):

☐ Increase ☐ Stay the Same ☐ Decrease

5.9. If you hired any new faculty members during the past year, what was the average annual starting salary for:

Service-oriented (AP/CP) pathologist who recently completed fellowship training: $

Promising, but not yet externally funded, research-oriented pathologist: $

Director of major division (e.g. Surgical Pathology, Cytopathology, Tx Med, etc.): $

Director of AP or CP: $

5.10. Are you presently recruiting for faculty positions? ☐ Yes ☐ No

If yes, how many and what disciplines?

SECTION 6. STAFF LEVELS and SALARY:

(Note: Salary ranges = **total annual salary** for last fiscal (or calendar) year. **Include fixed (base) salary and all income from practice plans, grants, bonuses, etc.,** (but not fringe benefits, honorarium, consultant fees, royalties, etc.) paid to full-time Pathology faculty at your medical school and/or major teaching hospital(s) - not at affiliated community hospitals.

6.0. Please indicate your region (i.e. NE, SE, S, W) or the first two digits of your zip code:

6.1. List MD and MD/PhD salaries excluding the Department Chair's salary (list the LOWEST, MEDIAN and HIGHEST salaries for each position):

Assistant Professors: (#)

Lowest $:

Median $:

Highest $:

Associate Professors: (#)

Lowest $:

Median $:

Highest $:

Professors: (#)

Lowest $:

Median $:

Highest $:

What percent bonus might be paid to these people? (%)

What is the value of benefits as a percentage of salary? (%)

Does the compensation include a productivity component? ☐ Yes ☐ No

6.2. List MD and MD/PhD Pathologist salaries, predominantly (>50%) service, AP or CP, (list the LOWEST, MEDIAN and HIGHEST salaries for each position):

Assistant Professors: (#)

Lowest $:

Median $:

Highest $:

Associate Professors: (#)

Lowest $:

Median $:

Highest $:

Professors: (#)

Lowest $:

Median $:

Highest $:

What percent bonus might be paid to these people? (%)

What is the value of benefits as a percentage of salary? (%)

Does the compensation include a productivity component? ☐ Yes ☐ No

6.3. List MD and MD/PhD Research Pathologist salaries, predominantly (>50%) service (list the LOWEST, MEDIAN and HIGHEST salaries for each position):

Assistant Professors: (#)

Lowest $:

Median $:

Highest $:

Associate Professors: (#)

Lowest $:

Median $:

Highest $:

Professors: (#)

Lowest $:

Median $:

Highest $:

What percent bonus might be paid to these people? (%)

What is the value of benefits as a percentage of salary? (%)

Does the compensation include a productivity component? ☐ Yes ☐ No

6.4. List PhD Clinical Laboratory Scientist salaries (list the LOWEST, MEDIAN and HIGHEST salaries for each position):

Assistant Professors: (#)

Lowest $:

Median $:

Highest $:

Associate Professors: (#)

Lowest $:

Median $:

Highest $:

Professors: (#)

Lowest $:

Median $:

Highest $:

What percent bonus might be paid to these people? (%)

What is the value of benefits as a percentage of salary? (%)

Does the compensation include a productivity component? ☐ Yes ☐ No

6.5. List PhD Research Scientist salaries (list the LOWEST, MEDIAN and HIGHEST salaries for each position):

Assistant Professors: (#)

Lowest $:

Median $:

Highest $:

Associate Professors: (#)

Lowest $:

Median $:

Highest $:

Professors: (#)

Lowest $:

Median $:

Highest $:

What percent bonus might be paid to these people? (%)

What is the value of benefits as a percentage of salary? (%)

Does the compensation include a productivity component? ☐ Yes ☐ No

6.6. What is the annual salary for the Director of Anatomic Pathology? $:

What percent bonus might be paid to these people? (%)

What is the value of benefits as a percentage of salary? (%)

Does the compensation include a productivity component? ☐ Yes ☐ No

6.7. What is the annual salary for the Director of Clinical Pathology? $:

What percent bonus might be paid to these people? (%)

What is the value of benefits as a percentage of salary? (%)

Does the compensation include a productivity component? ☐ Yes ☐ No

6.8. What is the annual salary for the Business Director of your department (PDAS)? $:

What percent bonus might be paid to the person in this position? (%)

What is the value of benefits as a percentage of salary? (%)

Does the compensation include a productivity component? ☐ Yes ☐ No

6.9. Do the faculty salaries reflect an increase over the past year? ☐ Yes ☐ No

If yes, by what percentage? (%)

6.10. Do you anticipate a change in the next period? ☐ Yes ☐ No
If yes, by what percentage? (%) (Show + or -)

6.11. Do you provide an annual automatic allocation of professional development funds to clinical faculty (e.g. for books, meetings, etc.)? ☐ Yes ☐ No If yes, how much (mean or range)?

SECTION 7. RESEARCH CHARACTERISTICS:

7.1. List the number of faculty with primary academic appointments in your department who belong in the following categories:

a. Faculty who are Principal Investigators (PI's) on an NIH Grant: (#)

b. Faculty who are PIs on peer-reviewed grants, but only on grants from a source other than NIH (and grant must be > $25,000 direct costs) (excludes those in a. above): (#)

c. Faculty who are co-investigators only and receive salary from a peer-reviewed grant from NIH or another source (excludes those listed in item a. and b., above): (#)

7.2. State the number of faculty with primary academic appointments in your department who belong in the following categories:

a. Principal Investigators on 3 or more peer-reviewed NIH grants): (#)

b. Principal Investigators on 2 peer-reviewed NIH grants,(excludes those in a. above): (#)

c. Principal Investigators on 1 peer-reviewed NIH grant (excludes those in a. and b. above): (#)

d. Principal Investigators on non-NIH peer-reviewed grants only with two or more such grants, each >25,000 direct costs (excludes those in a., b., and c. above) : (#)

7.3. List the number of faculty members with assigned wet laboratory research space in the department: (#)

7.4. List the number of faculty members with assigned wet bench research space who also have clinical responsibilities: (#)

7.5. List the number of MD or MD/PhD faculty with assigned wet bench research space: (#)

7.6. List the number of PhD (no M D degree) faculty with assigned wet bench research space: (#)

7.7. How many faculty members with primary appointments in your department are serving as primary thesis advisors for PhD students in your department or another department? (#)

7.8. List the total annual direct costs for all extramural grants with PI in your department: $

7.9. List the total annual direct costs for NIH grants with PI in your department: $

7.10. List the number of NIH grants with PI in your department: (#)

7.11. List the number of institutional training grants (e.g., T32, K12) with PI in your department: (#)

7.12. List the total number of individual training grants (F32, K08, K01, similar Foundation awards) with PI in your department: (#)

7.13. List the total institutional training grant dollars with PI in your department: $

7.14. Estimate the total direct costs for faculty with primary appointments in your department coming from grants with the PI from other departments or institutions: $

7.15. Do you communicate an explicit expectation for the percentage of salary to be supported by grants for full-time research-focused faculty (after start-up period)? ☐ Yes ☐ No

If yes, what is it for those with no (or <5%) clinical responsibilities? (%)

If yes, what is it for those with >5% clinical responsibilities? (%)

If yes, what is it for those who are PIs on NIH grants? (%)

7.16. List the total net assignable wet research laboratory space controlled by your department in square footage (not counting animal space): (#) (Sq. Ft.)