

Hot Topics

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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

2016 Benchmark Survey

Primary Academic Only

	Physician FTE Clinical Hours Base Number	Minimum Annual Clinical Hrs Expectation ?	Minimum Annual Clinical Hours	Physician FTE Assumed Weeks in Year	Hours Full- Time Work Week
Min	1,094	Yes 38 <> No 29 56.7%	240	44	28
25th Percentile	1,320		370	46	40
50th Percentile	1,373		400	47	40
75th Percentile	1,532		608	48	49
Max	1,880		1,748	52	60
Mean	1,421		588	47	43
Median	1,373		400	47	40
N' Respondents	66	34	65	62	

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