



Department of Dermatology & Cutaneous Surgery
University of South Florida Morsani College of Medicine

Chairman – Neil Alan Fenske, MD

Administrator – Karin E. Banach

Clinical Faculty = 5

Mid-level Providers = 5

Dermatopathologists = 2 + 2 contractual

Volunteer Clinical Faculty = 22

Residents = 12

Fellows = 1



Dermatology Faculty

Employed by State of Florida with contracted (low base) salary

Dermatology Clinicians

All affiliates of USF Faculty Practice Group receive separate paycheck related to clinical activities. Some are also employed by other hospitals (VA, Moffitt Cancer) part-time

Hospital Affiliations

Faculty credentialed at one or all of the following: Tampa General Hospital, Florida Hospital, James A. Haley VA, Moffitt Cancer Center – all independent hospitals with affiliation agreements with USF



Department of Dermatology & Cutaneous Surgery

- Cosmetics Staffed by 2 mid-level providers and 2 nurses with 3 front desk
- Clinical Trials 2 of our faculty handle clinical trials utilizing centralized Office of Clinical Trials (charge back for coordinators, financial, etc)
- Dermatopathology Staff of 4 Histotechs and 3 transcriptionists
- General Derm Staff of 11 mostly LPNs with additional 2-3 per diems
- Mohs Surgery Staff of 5 (1 RN supervisor, 4 dual histology techs/MA/LPN, 1 LPN)
- Phototherapy 3 light boxes plus hand/foot – staffed by 1 LPN
- Residency/Fellowship 1 Education Coordinator
- Administrative Staff Finance Manager, 2 Clinic Managers, 2 secretaries, 1 FWS, 1 Library Resources Coordinator



University Medical Services Association, Inc.
(USF Physicians Group)

- 501(c)(3)
- All clinical employees and some administrative employees hired by UMSA
- Provides clinic space to see patients (Morsani) or leases space (17 Davis)
- Credentials all providers
- Bills and collects all patient revenue
- Has large shared services overhead chargeback to dept for IT, billers, coders, credentialing, patient satisfaction, central services

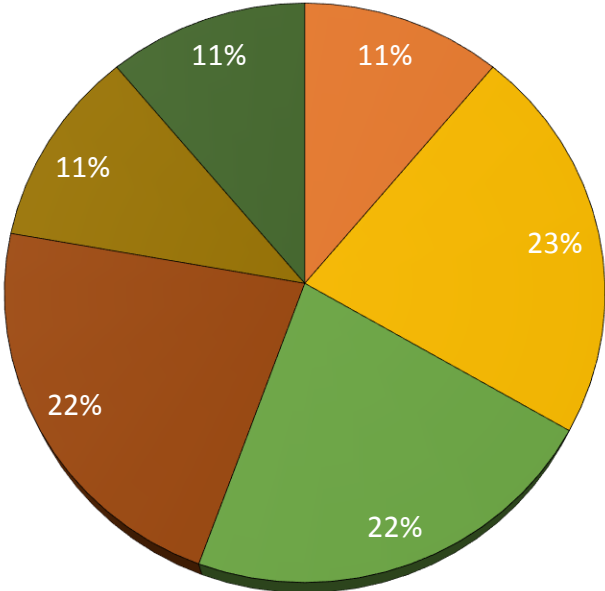


University of South Florida Morsani College of Medicine

- 501(c)(3)
- All faculty and physician assistants are hired by the State entity
- New faculty hires, promotions and any changes are vetted through committee of the COM
- COM sets minimum requirements 5/5/3/2 for faculty members
- COM works closely with UMSA producing combined reporting and semi-annual meeting to insure missions are met
- Provides self-insured malpractice for all providers (charge back to dept)

Department of Dermatology & Cutaneous Surgery Administrator's Role

My time



- Research
- Education
- Patient Care
- Administration
- Laboratory
- CME mtg



New Dean- New Culture

2014 – Dean Klasko (friend to dept) left bringing in new Dean from Ohio

2015 – New Dean bring entire management team down from Ohio

Changing culture – changing everything – methodologies changing – trying to standardize and work within archaic systems – new EPIC doesn't talk very well with old IDX/GE system.

Entire culture of change brings uncertainty and low morale

More consultants and new hires in upper management.



Clinic Payor Mix (excluding Mohs & Dermpath)

	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16
COMMERCIAL-MANAGED	39.32%	36.44%	37.00%	35.33%	33.72%	33.15%	38.41%	34.42%	31.79%	33.40%	36.55%	35.00%
MEDICARE-TRADITIONAL	20.36%	20.56%	19.14%	19.07%	22.76%	23.21%	22.53%	25.78%	19.86%	26.11%	21.21%	21.33%
ALL OTHER	15.79%	15.78%	17.56%	15.94%	15.92%	15.80%	13.52%	11.15%	22.04%	13.16%	12.98%	16.60%
COMMERCIAL-TRADITIONAL	12.10%	12.09%	11.72%	13.69%	12.21%	14.42%	10.76%	13.95%	13.27%	13.22%	14.83%	13.20%
MEDICARE-MANAGED	10.27%	11.72%	10.91%	12.98%	12.26%	11.33%	11.67%	12.04%	11.24%	11.82%	12.29%	11.21%
MEDICAID-MANAGED	1.42%	2.38%	2.08%	2.20%	2.13%	1.82%	2.11%	1.93%	1.42%	2.00%	1.61%	1.92%
SELPAY-OTHER	0.37%	0.86%	1.11%	0.65%	0.71%	0.19%	0.49%	0.61%	0.32%	0.18%	0.26%	0.45%
MEDICAID-TRADITIONAL	0.17%	0.14%	0.26%	0.04%	0.22%	0.00%	0.30%	0.08%	0.07%	0.02%	0.09%	0.12%
SELPAY-CHARITY	0.22%	0.03%	0.23%	0.10%	0.08%	0.07%	0.21%	0.04%	0.01%	0.09%	0.19%	0.18%



Measures of Productivity – changing daily

cFTE = (1.0 = 9 clinics)-EVU classroom time-contracts-grants or purchased time-department buydown

cFTE expectation of 44 weeks per year; pay at 50% level of AAMC rates for 75% of FPSC wRVUs

Mid-levels are included in supervisors metrics and costs

Current faculty compensation committee with CEO setting standards

Bonuses and incentive still uncertain



What Does the Future Hold?

- It's all about Patient Satisfaction
- Building joint health alliances with larger practices and hospitals
- Smaller compensation for faculty members
- New management – new rules (unless they move on)
- Other funding sources key



Questions?

