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
<table>
<thead>
<tr>
<th>Dermatology Faculty</th>
<th>Employed by State of Florida with contracted (low base) salary</th>
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</thead>
<tbody>
<tr>
<td>Dermatology Clinicians</td>
<td>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</td>
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<tr>
<td>Hospital Affiliations</td>
<td>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</td>
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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 Histotech 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)
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)

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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?