



Department of Dermatology

Oregon Health & Science University

DATE: Oct 7, 2016 PRESENTED BY: Don Glazier, Administrator



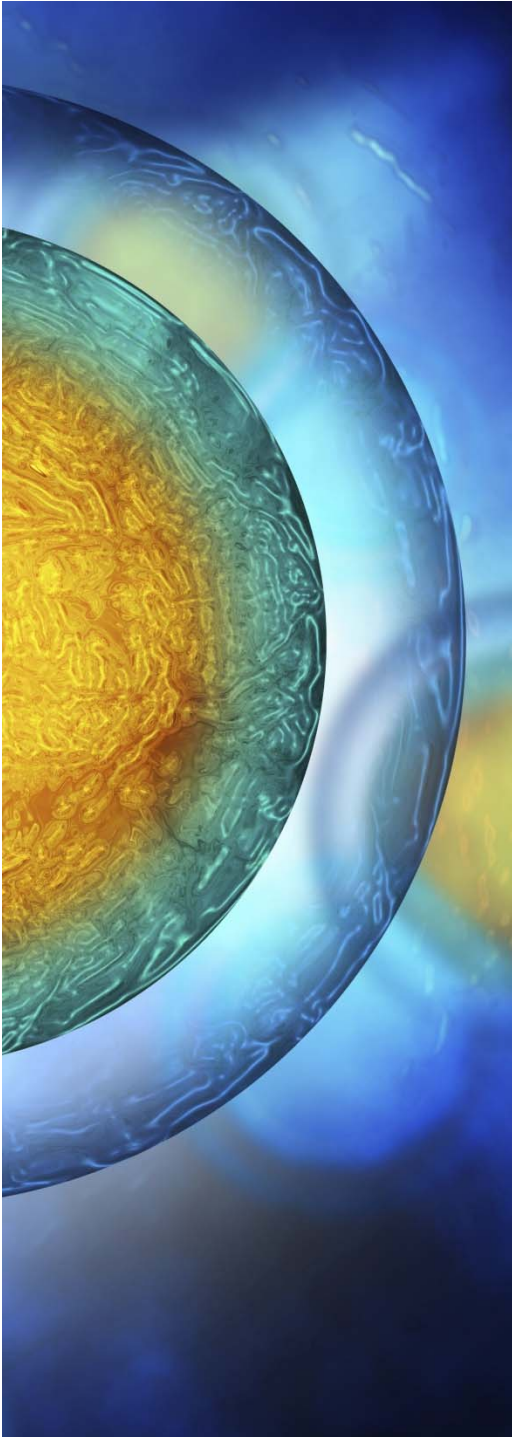
Department Demographics

- Chair- Sancy Leachman, MD, PhD
- Administrator- Don Glazier, MPH, FACHE
- Clinical Faculty – 27
- Research Faculty – 3
- Volunteer Clinical Faculty – 13
- Residents – 13
- Fellows - 2



Employment Status

- Dermatology Faculty- All employees of OHSU
- Dermatology Clinicians- All affiliates of the OHSU Faculty Practice Plan under the School of Medicine



OHSU Dermatology Staff Distribution

- Cosmetics- 5 MA/LPN
- Clinical Trials- 5 coordinators
- Dermatopathology- 10 lab techs/adm
- General Dermatology- 16 MA/LPN
- Mohs Surgery- 5 MA/LPN
- Pediatric Dermatology- 4 MA/LPN
- Basic Science Labs- 8 research assts.
- Residency/Fellowships- 1
- Administrative Staff- 3 Sr Dirs, 6 Mgrs, 1 RN, 4 Assts.



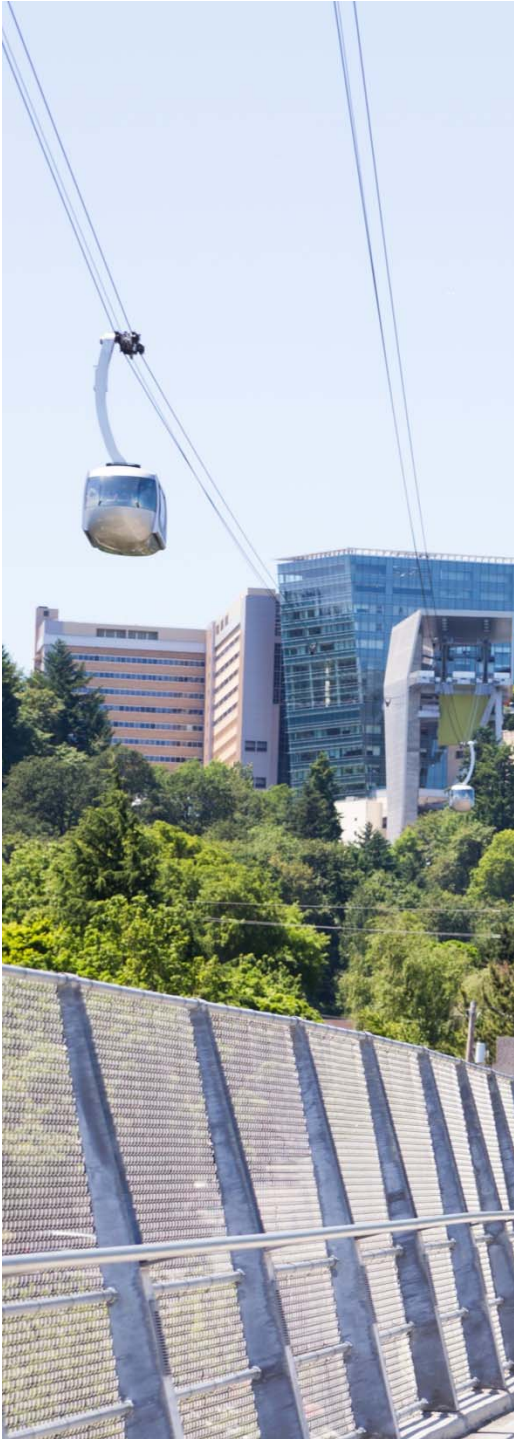
OHSU Hospitals (UH)

- 501C3, 398 beds Adult & 145 beds Peds
- No Derm staff employed by UH
- UH provides facility billing for Dermpath lab and Mohs surgery unit. Collections returned to Derm.
- Fund 5.5 Residents
- Provide stipend for Chair and Quality Comm Chair (\$96,000)



OHSU Faculty Practice Plan (FPP)

- FPP includes all professional service providers practicing at OHSU. Reports to the SoM Dean.
- 501C3 University Medical Group Billing Service incorporated under FPP. Performs professional fee billing and collection. UH/FPP one statement. (5.3/7% billing fee)
- Includes all inpatient and procedural coders
- Clinical Development Fund (.75%) for new faculty recruitment requests.



OHSU School of Medicine (SOM)

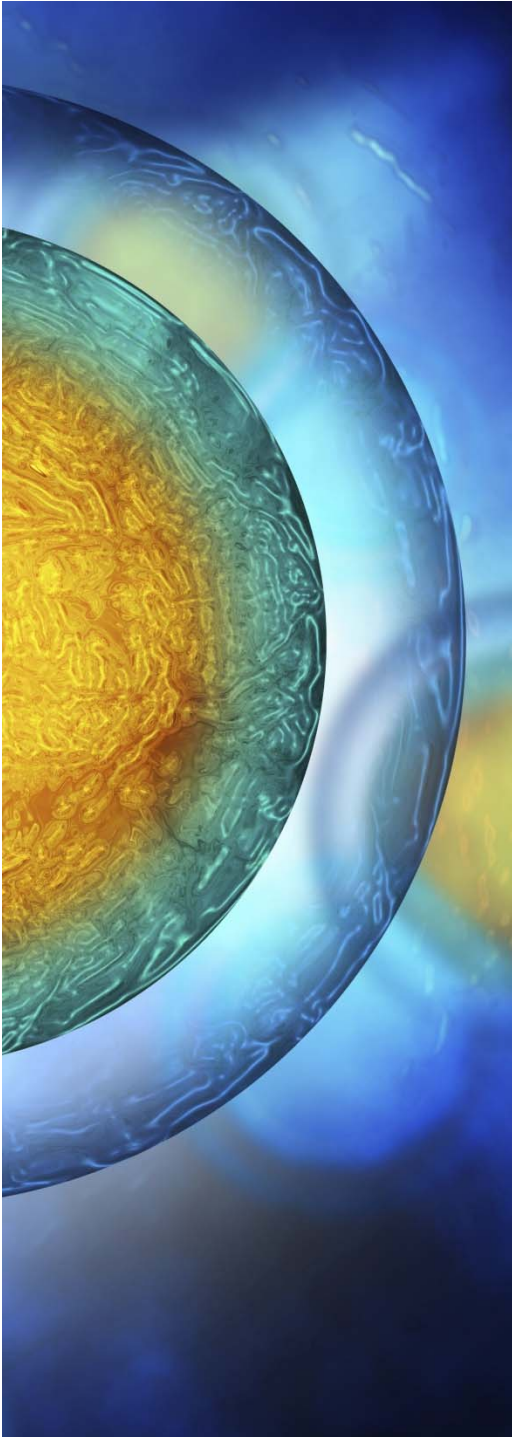
- One of 4 OHSU schools (Nursing, Dentistry, Public Health, Medicine)
- SOM reviews all new hires (faculty/staff)
- 18 Clinical & 4 Basic Science Depts.
- Administers “Faculty First” compensation subsidy funded by UH.



OHSU Dermatology

Dept Administrator's Role

- Administration- 65% (Financial analysis, Recruitment, Chair meetings, Committee meetings, OHSU meetings, Emails!!!, Policies, Strategies)
- Clinical Practice- 30% (Rev cycle, Provider productivity, Operations improvement, Program development)
- Research/Education- 5% (Bridge funding, financial tracking)



Pluses & Minuses

- + Financially profitable
- + Facility revenue from Lab & Surg
- + Melanoma big tie to Knight Cancer Institute.
- + Spectacular facilities
- + Outreach locations & agreements
- - Lack of Space (clinical & offices)
- - Uncertainty of value-based reimb.
- - Faculty comp ~65% of community
- - Access (can't keep up with demand)



Clinical Payor Mix

Primary Fin Class	% of Charge
Commercial	7.09%
Medicare	37.27%
Medicaid	7.40%
Self-Pay	3.61%
Worker's Comp	0.21%
Tricare	0.47%
Blue Cross	14.98%
Managed Care	28.96%



Measures of Productivity

- Collections- 38% to provider
- cFTE- top down, 1.0 less funded duties= cFTE.
- Benchmarks- AAMC Western Region 50% comp (3 yr ave), FPSC wRVU/cFTE.
- Faculty First- wRVU subsidy to AAMC 50%tile



What Does the Future Hold?

- OHSU Partners- State-wide health system
- Focus on value & quality of care
- Faculty comp disparity
- Access- expand high margin services
- Extended hours for clinic
- Telederm expansion- access, cost
- Increased philanthropy



Questions?

Thank You