Department of Dermatology

Algin B. Garrett, MD, MSHA
Professor and Chairman

Mary Cate Griffith, MSHA, CCS, CMPE
Clinical Administrator
Small, but BIG Aspirations

Clinical Faculty – 3.7
Residents – 6

Affiliate Faculty – 10
Fellow - 1
Suburban Site Opening November 14, 2016: Approx 30,000 square feet for dermatology

- 24 medical dermatology examination rooms
- Phototherapy center, including Daavlin ML24000 pure UVA 1
- Contact dermatitis laboratory and testing services
- 2 procedural dermatology pods of 4 procedures rooms each
- Histology laboratory
- Dedicated dermatopathology service
- 6 procedural dermatology examination rooms
- 4 room laser suite
- Central sterile on site
- Physician office and administrative space
- Conference space for 50 attendees
More details.....

• Non provider based billing model
• All building overhead and expenses are borne by the practice plan
• All employees work for the practice plan
  • 14 medical dermatology
  • 22 procedural dermatology
  • 4 administrative staff – administrator, associate administrator, coordinator, financial analyst
• Moving from a dyad management model to a triad model
Performance Statistics

Payor Mix

Anticipated Visit Growth

- BCBS
- Indigent
- Managed Care
- Medicaid
- Medicare
- Other
- Self Pay
Downtown Urban Campus
Downtown Richmond
Level I Trauma Center on major interstate Safety net hospital with Ambulatory Clinics

- Provider based billing model
- Staff employed by VCU Health
- Approx 6 employees
- Medical dermatology only
- Inpatient consults
- 3,600 - 4,000 visits annually
- Transitioning to resident practice
Employment Entities and Models

1. Traditional faculty employment model is dual: 1) University and 2) MCV Physicians (practice plan).
2. Offering practice plan-only employment more frequently for those with only clinical focus.
3. Mid levels are employed by the practice plan only.
4. Residents are employed by VCU Health.
Productivity Metrics

• cFTE = clinical sessions + funded time

• Separate salary funding for administrative roles, UME teaching, research.

• ALL participants in the Compensation Plan have 10% funding for Citizenship, UME teaching (<10hrs) and GME teaching.

• Productivity measured in FPSC work RVUs with annual update FY17 benchmarks:
  Medical dermatology 7,202 wRVUs
  Mohs 14,472 wRVUs

• Nurse practitioners are salaried, productive and provide expedient access
Administrative Organizational Structure

VCU VP for Health Sciences

Dean
VCU School of Medicine

President
MCV Physicians (Practice Plan)

President
MCV Hospitals

Sr Assoc Dean for Finance and Executive Director of MCV Physicians

Department Chairs

Clinical Administrators
Strengths, Opportunities and Threats

**Strengths**
- Clinical productivity and revenue generation
- Strong Mohs program with fellowship
- Community extension = better payor mix
- Physician compensation plan
- Universal dedication to education
- Minimal administrative expense
- Lack of dependence on alternative funding

**Opportunities**
- Research
- Faculty recruitment
  - Attracting and retaining millennials
  - Culture shift

**Threats**
- Retirement
- Reimbursement
- Community competition
- VA competition
40TH ANNUAL SOUTHEASTERN CONSORTIUM FOR DERMATOLOGY

Psoriasis and Inflammatory Disorders

October 14 - 16, 2016

Richmond, Virginia

Virginia Commonwealth University Department of Dermatology
and
Eastern Virginia Medical School Department of Dermatology