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## 2011 APDIM Program Administrators' Job Description and Salary Survey

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Saint Joseph Hospital

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Medicine

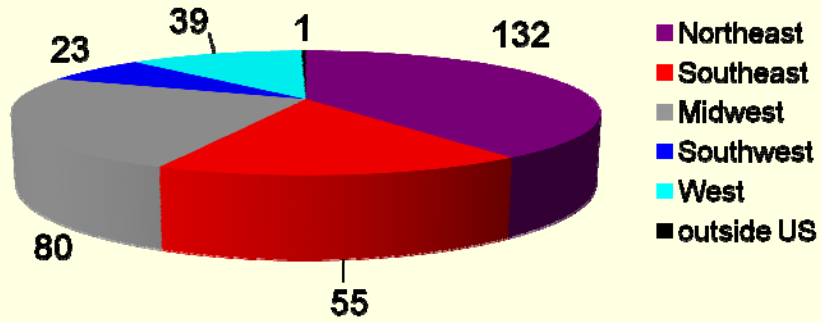
**Steve Valencia, C-TAGME, Chair**  
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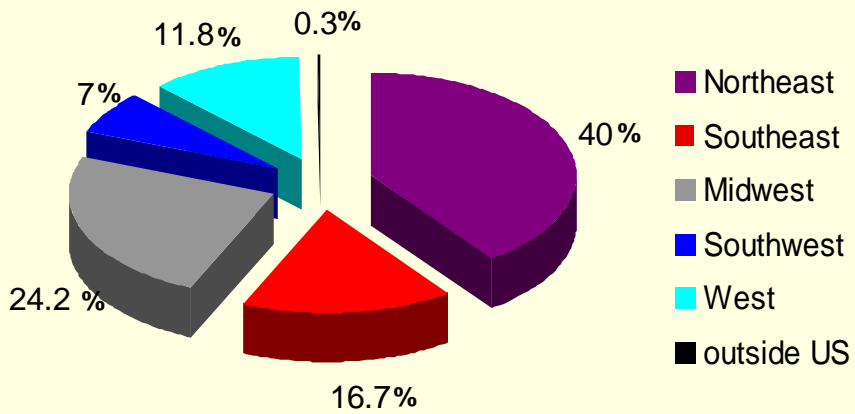
## 2011 PA Survey Stats

- Survey Opened October 13, 2010
- Closed February 18, 2011
- 420 Surveys Sent
- 330 Responses
  - *Response rate of 79%*
- 257 Completed the Entire Survey

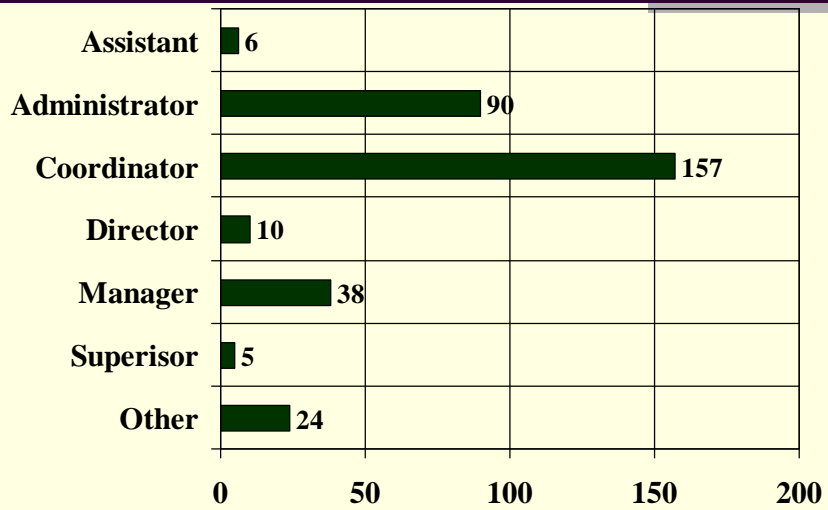
## PA's By Region - Number



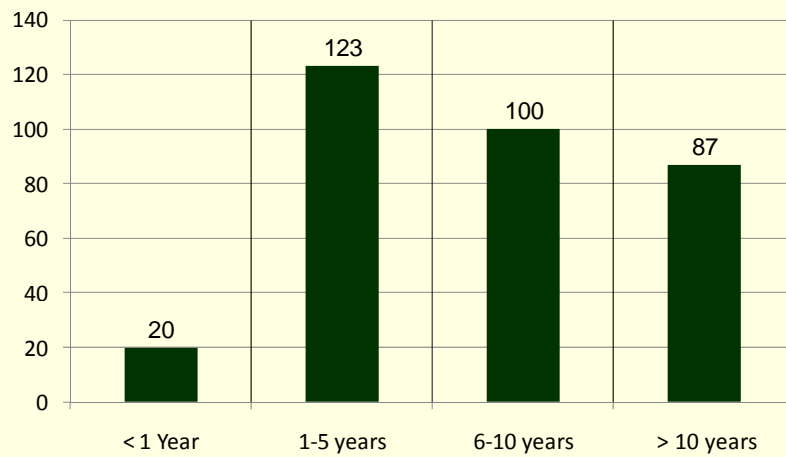
## PA's By Region - Percent



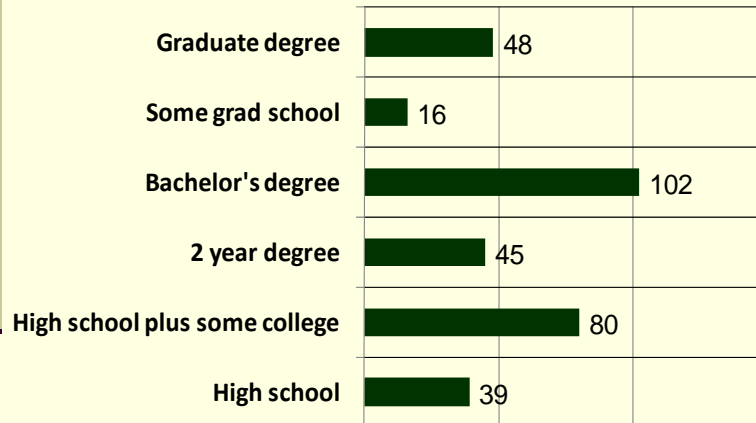
## Job Titles



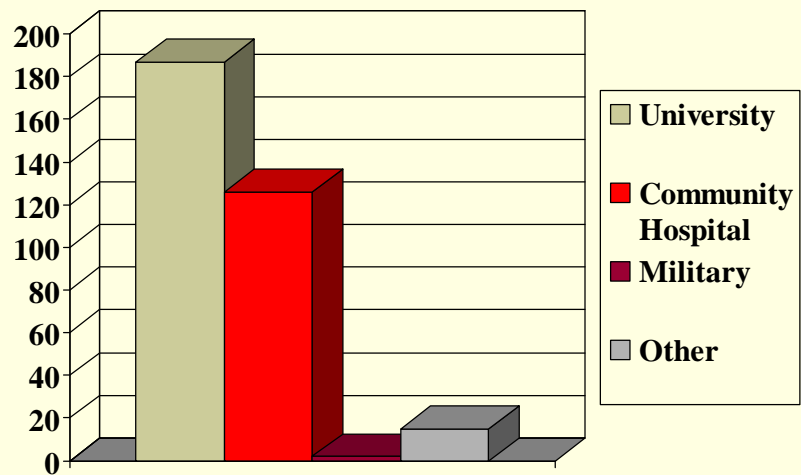
## Time in Position



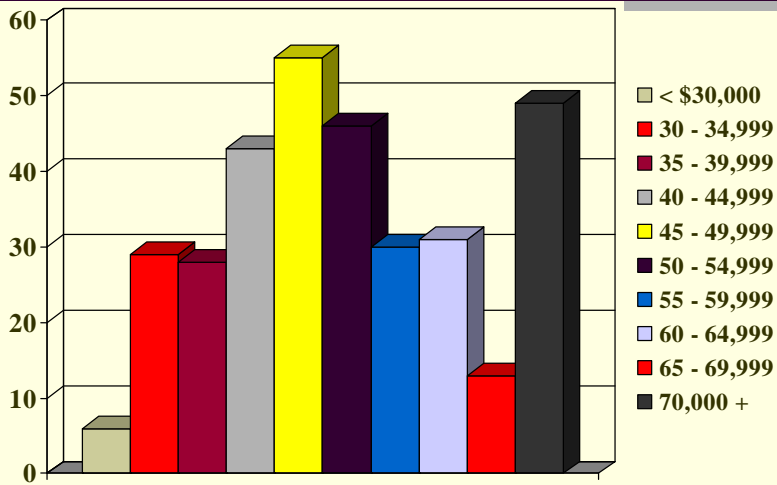
## Education Level



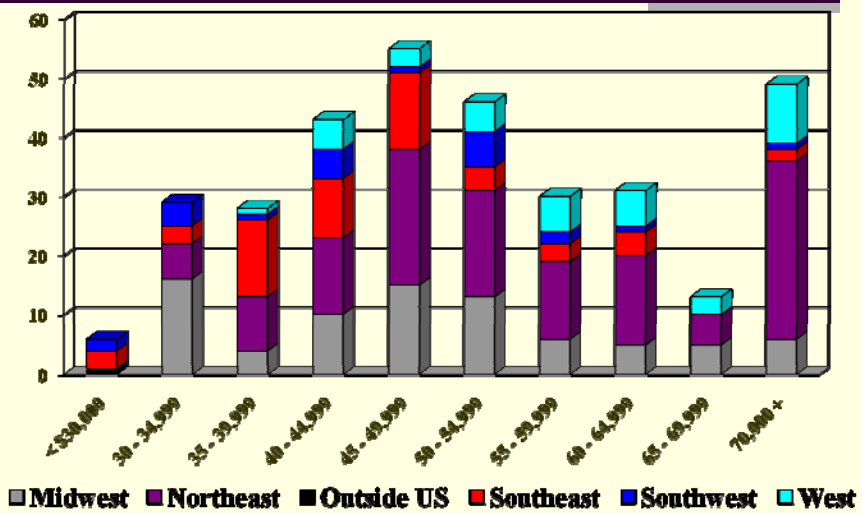
## Sponsoring Institution



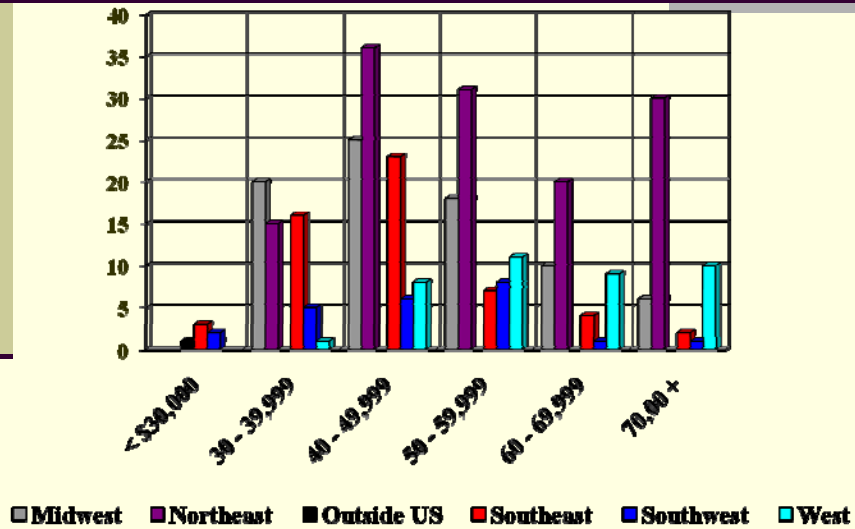
## Salary – All Regions



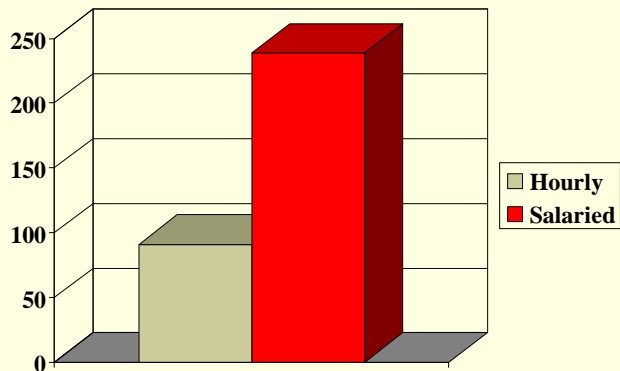
## Salary – All Regions



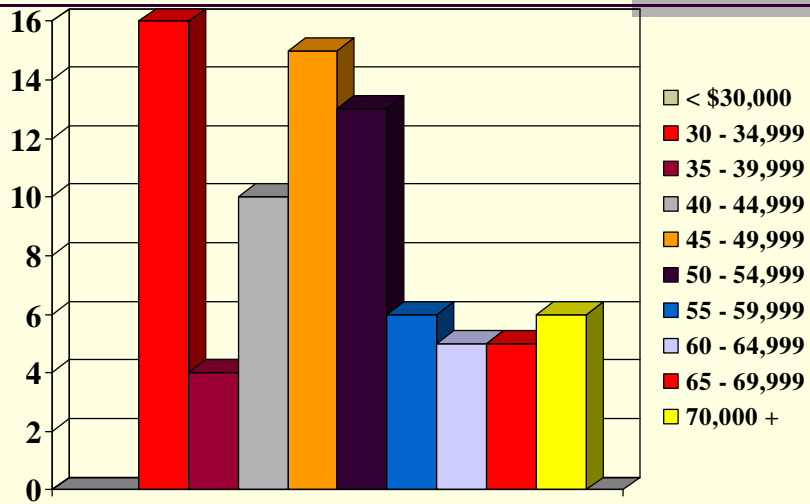
## Salary – All Regions



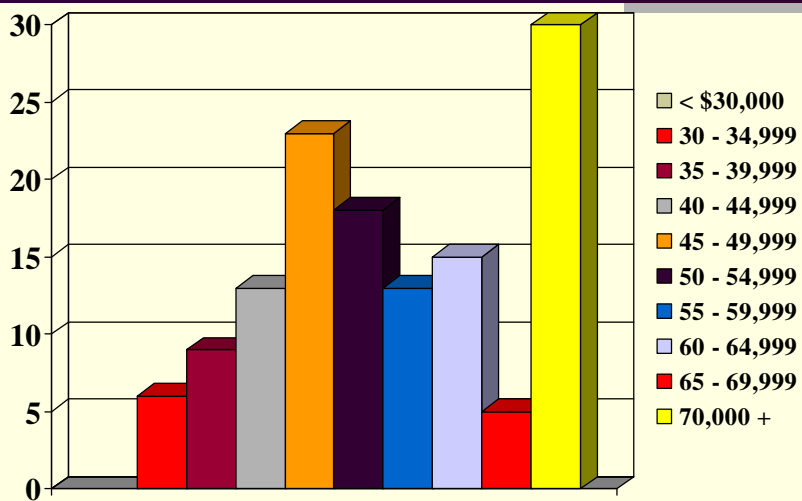
## Hourly vs. Salaried Positions



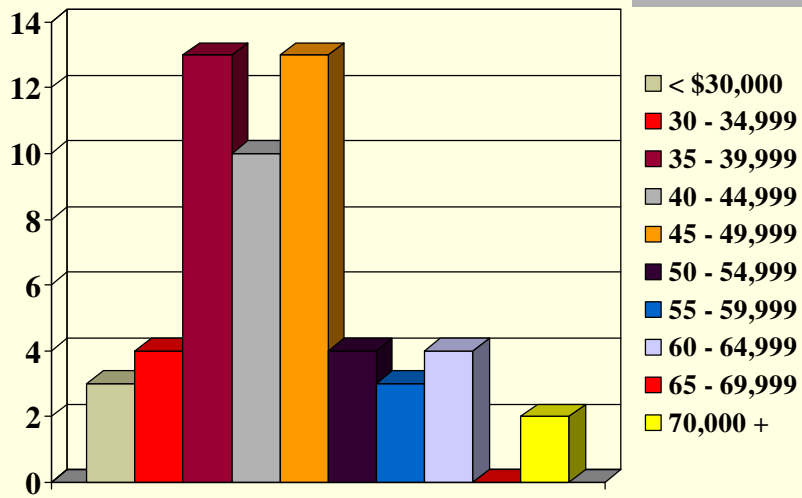
## Salary by Region - Midwest



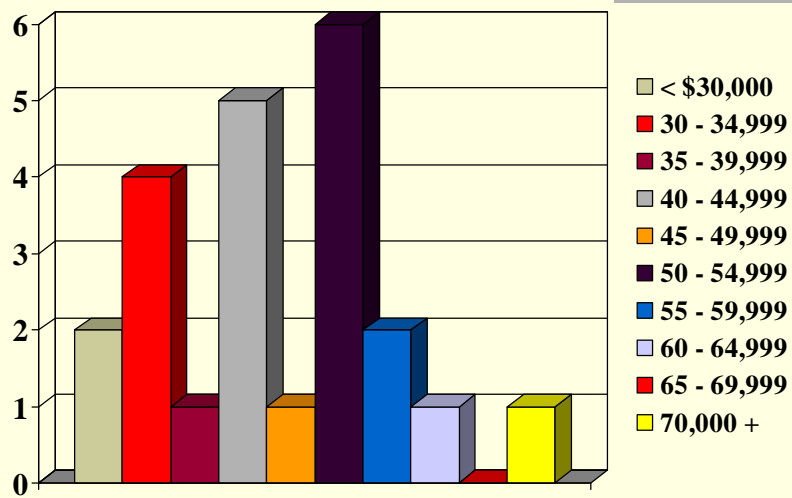
## Salary by Region - Northeast



## Salary by Region - Southeast

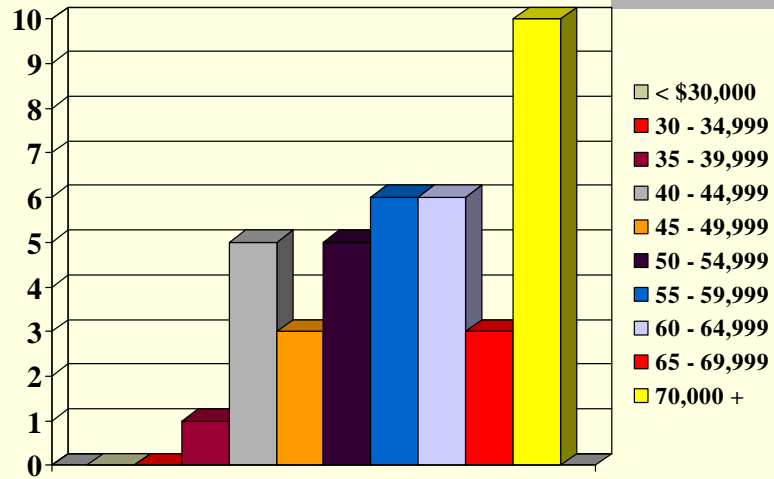


## Salary by Region - Southwest





## Salary by Region - West



## Salary by Job Title

Job Title	\$70,000 +	\$60 - \$69,999	\$50 - \$59,999	\$40 - \$49,999	\$30 - \$39,999	Under \$30,000
Administrator	22	16	19	27	6	
Assistant				2	1	2
Coordinator	6	12	33	57	45	4
Director	6	1	1	2		
Manager	1	12	13	3	1	
Supervisor	1		2			
*Other	6	3	7	5	4	

## Salary by Education Level

Education Level	\$70,000+	\$60 - \$69,999	\$50 - \$59,999	\$40 - \$49,999	\$30 - \$39,999	Under \$30,000
Graduate School	15	14	9	7	2	1
Some Graduate	6	1	3	4	2	
Bachelor's	16	16	21	32	17	
Two-Year College	2	5	12	14	11	1
High School Plus	6	5	20	29	17	3
High School	4	3	11	12	8	1

## Salary vs. Program Size

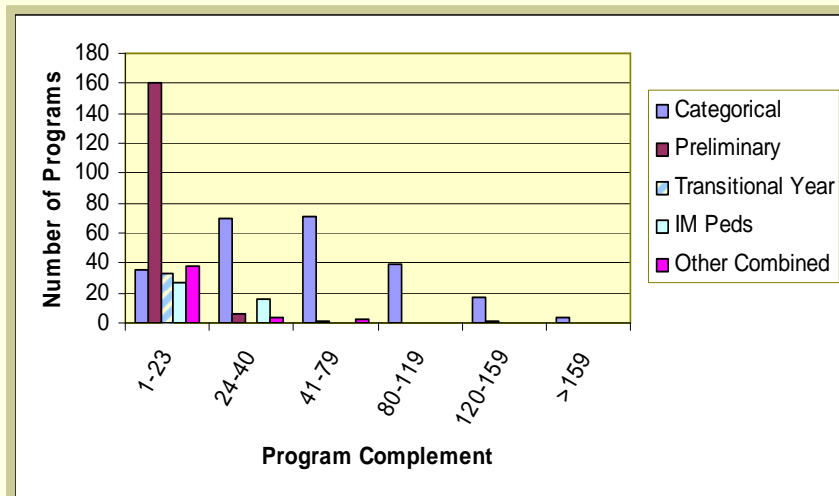
Program Size	\$70,000+	\$60 - \$69,999	\$50 - \$59,999	\$40 - \$49,999	\$30 - \$39,999	Under \$30,000
1 - 25		3	10	7	10	
25 - 50		9	17	31	11	2
50 - 75		7	7	12	5	
75 - 100		5	7	6	7	
100 - 125	4	3	6	2	1	
125 +	12	6	4		1	1

This reflects currently filled slots for: Categorical Internal Medicine, Preliminary, Transitional and Med/Peds

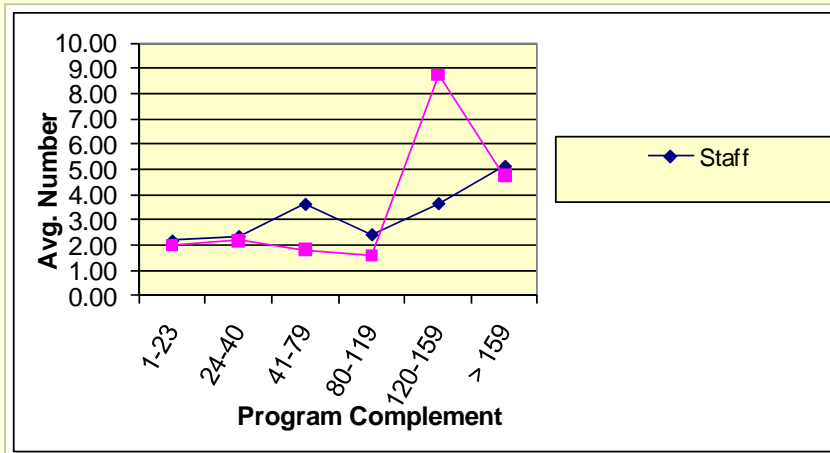
## Salary vs. Time in Position

Years in Position	\$70,000+	\$60 - \$69,999	\$50 - \$59,999	\$40 - \$49,999	\$30 - \$39,999	Under \$30,000
11 +	15	15	19	25	12	1
6 - 10	14	14	24	34	14	
1 - 5	19	13	29	33	25	4
<1	1	2	4	5	6	1

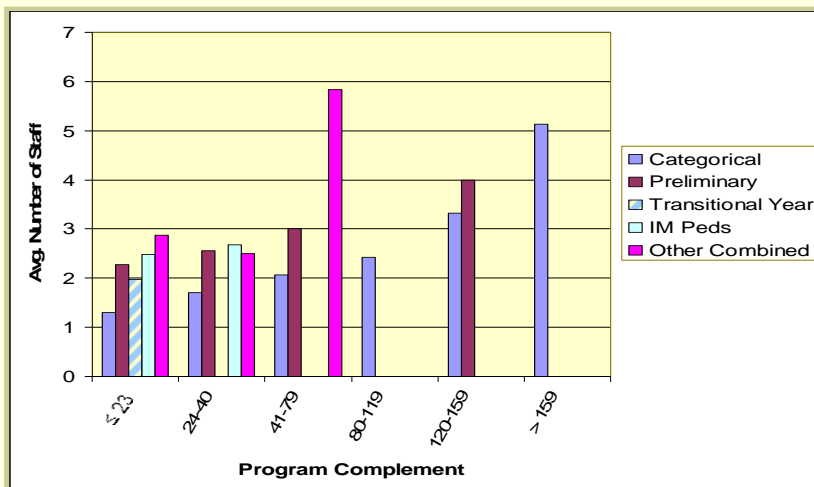
## Program Size



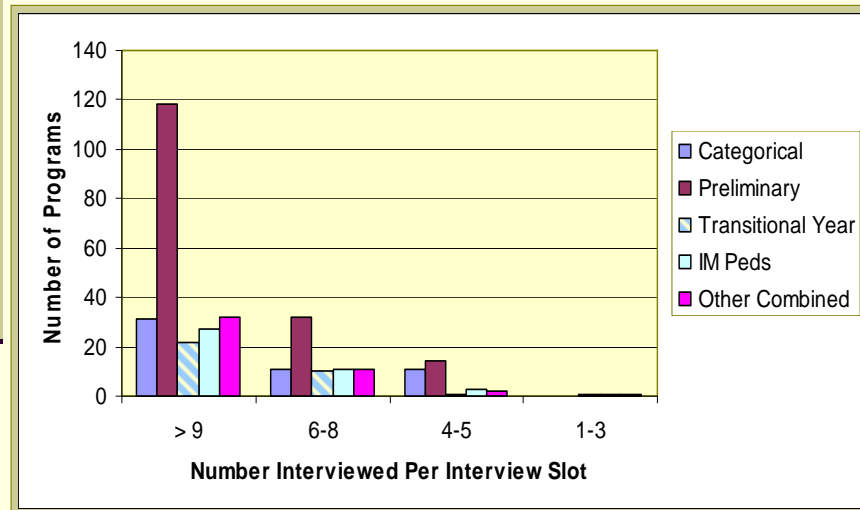
## Program Size vs. Number of PAs vs. Admin Support



## Program Size vs. Number of Staff



## Interviewing



## Administrative Responsibility

- Program Responsibilities Outside the Program
  - CME
  - Oversee Subspecialty Programs Coordinators
  - Hospitalist Schedule
  - Moonlighting Schedule
  - GME Coordinator
  - Clerkship
  - Administrative Support for Program Director

## Residency Management Programs

Function	E*Value	My Evaluations	New Innovations	MedHub	Other
Evaluations	67	31	117	14	18
Duty Hours Tracking	54	21	105	14	42
IRIS Reporting	33	13	82	12	53
Procedure Tracking	52	22	108	13	45
Resident Scheduling	20	9	80	9	120

## Visas Sponsored by Programs

Type	Yes	No
J-1 Visa	214	31
H-1 Visa	119	105
Other	7	86

## TAGME

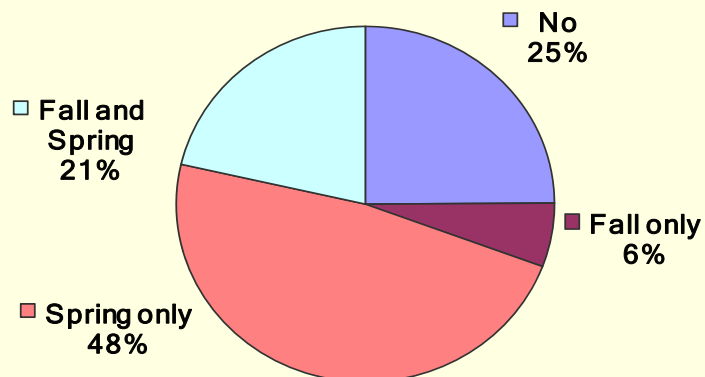
Interest in TAGME certification?

Yes	42.9%	109
No	18.5%	47
Unsure	38.6%	98

Institutional financial support for certification?

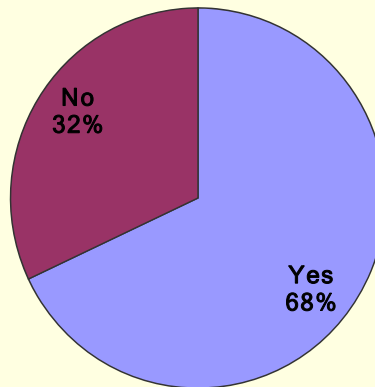
Yes	29.5%	75
No	20.1%	51
Unsure	50.4%	128

Do you attend APDIM PA meetings?



## Prepared for New Duty Hours Standards

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## New Duty Hours Requirements

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- Night Float
- Increase compliment – Hiring Additional Residents
- Determine the affected rotations. Revised schedule.
- Eliminated 24 hour call. Reworked duty hours for night call. Reworked ICU hours.
- Modification of in-patient wards service
- Implement long-call
- 16 hour rule for all residents
- No overnight call
- Resident input



## Challenges

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What challenges do you face in your everyday work for which you feel you could benefit from learnings gained at a future conference?

## Challenges

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- Addressing new ACGME rules that hurt the training program and hospital
- How to simplify duty hour reporting
- How to manage large groups of residents' needs
- Automating scheduling interviews
- Visa / ECFMG / Homeland Security – Rules / Regulations / Policies
- Working Smarter with Less Resources
- Time Management
- Improving Match Results



Questions?



Thank You