

# DEPARTMENT OF ANESTHESIOLOGY

VANDERBILT  UNIVERSITY

MEDICAL CENTER

Compassionate | Creative | Committed | Collaborative

## How is my threshold CDA calculated?

The Threshold CDA is a percentage (currently 88 to 96%) of the Target CDA. Those with low CDA have the highest percentage applied so as to minimize their Target to Threshold gap. For example a faculty with 32 Target CDA days may have a Threshold CDA of  $0.95 \times 32 = 30$  days. This would translate into a Target Clinical Day requirement of 189 (221-32) and a Threshold Clinical Day requirement of 191 days (221-30). Thus a very small gap between Target and Threshold, and faculty would be compensated beyond 191 days worked. Faculty with much higher CDAs would have correspondingly lower percentage applied. So a faculty at the other end of the spectrum with say 150 Target CDA days may have a Threshold CDA of  $0.88 \times 150 = 132$ . This would translate into a Target Clinical Day requirement of 71 (221-150) and a Threshold Clinical Day requirement of 89 days (221-132). Many of the faculty with higher CDAs, even when funded, have a significant investment by the Department. Most federal grants for example fund effort at a maximum salary, called the NIH cap that is only 70-80% of our *base* salary, while most mentored research require 75% protected time but fund only about 40% of base salary. Thus, most external awards cost the Department money (called “cost share”) that must be paid from clinical revenue and this influences the potentially larger gap between Target and Threshold CDA and corresponding clinical days. The Threshold CDA is occasionally adjusted by the EC or Vice Chair for Faculty Affairs to address unique circumstances.