

DEPARTMENT OF ANESTHESIOLOGY

VANDERBILT  UNIVERSITY

MEDICAL CENTER

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What is a Target CDA and a Threshold CDA and why do we have these?

The CDA Review Committee recommends a Target CDA. This is the number of non-clinical days the Department hopes to be able to give you based on current knowledge of next year's budget, manpower, and clinical demand. The Target CDA is our goal. Unfortunately, sometimes manpower projections are incorrect (e.g., more than the usual number of faculty leave in a given year) and/or there is a need to cover more clinical demand than was anticipated. Thus, the Department has created the Threshold CDA to provide some "slack" in the system without obligating the Department to pay faculty additional compensation. Further, faculty with higher CDA have larger Target-to-Threshold gaps to remove an incentive for them to pick up extra clinical days for additional compensation when they would otherwise be doing that work without compensation if they had a lower CDA.

It is important to remember that your base salary pays you for every weekday regardless of whether it is a clinical, administrative, academic, or vacation day. On clinical days, you *also* receive additional compensation depending on the number of RVUs you bill. Thus, while the Department wants everyone to end the year at or above their Target CDA, this is not always possible. When necessary, working the clinical days between Target and Threshold is simply part of the job.

It is also important to note that, historically, we have ended many more years with the average faculty member working below their ACC (i.e., receiving more non-clinical days than their Target CDA allocation).