On the whole, ambulatory surgery center (ASC) managers responding to the OR Manager Salary/Career Survey are a younger and more satisfied group than hospital-based surgical services managers and directors.

A bigger group is under 45—40% of ASC managers compared with only 12% in hospital ORs.

Satisfaction is high for ASC managers, with the average score 4.3 out of 5. Almost half (46%) gave their satisfaction the top rating of 5.

Still, some are looking for new opportunities—4% are actively seeking a new position, and 18% are not actively looking but are strongly considering doing so.

The findings are from the 2007 annual OR Manager Salary/Career Survey. This is the 17th year that OR Manager has surveyed ambulatory surgery centers.

The survey was mailed in May to 1,000 nurse managers of ASCs with 249 returned for a response rate of 25% with a 95% confidence level. The survey was conducted by ReadexResearch. Results from the staffing portion of the survey were reported in the September issue.

Salary breakdowns

The average salary for ASC managers is $80,100, lower than the $99,000 earned by hospital-based OR managers.

The highest salaries were reported by hospital-owned and joint venture ASCs, followed closely by corporate-owned facilities. As expected, salaries are highest in the Northeast and the West.

Managers in larger centers with 5 or more ORs make on average $10,000 more per year than managers in facilities with fewer than 5 ORs. Four respondents reported salaries of $150,000 or more, 3 of whom were from multispecialty facilities and 1 from a single specialty center.

The total compensation package with benefits averages $96,000, rising to $111,000 for those in the West. The total compensation package was lowest in the South, $86,000, and in single specialty facilities at $84,000.

The average raise was 5.1%, above the 4.3% for hospital-based managers but about the same as the 5% increase reported in 2006. Raises were highest for hospital-owned centers (6.4%) and lowest for corporate-owned facilities (3.8%). In all, 11% had not received a raise from their current employer. For 14%, the raise was a result of a promotion or increased job responsibilities.

Bonuses and profit sharing

ASC managers are far more likely than hospital OR managers and directors to receive a bonus or profit sharing—fully two-thirds (67%) received one in the past year, compared with 43% of hospital-based managers.

The average bonus was $7,230. For 13 managers, the rewards were large, totaling...
$20,000 or more. The largest group, 6, was in physician-owned centers, with 4 in joint venture facilities. Interestingly, 9 were in small centers with fewer than 5 ORs.

Benefits
Benefits packages for ASC managers are leaner than for hospital OR managers, with insurance and educational benefits both less common.

<table>
<thead>
<tr>
<th>ASC</th>
<th>Hospital</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid time off</td>
<td>94%</td>
</tr>
<tr>
<td>Health insurance</td>
<td>87%</td>
</tr>
<tr>
<td>401(k) retirement plan</td>
<td>85%</td>
</tr>
<tr>
<td>Life insurance</td>
<td>73%</td>
</tr>
<tr>
<td>Dental insurance</td>
<td>65%</td>
</tr>
<tr>
<td>Disability insurance</td>
<td>58%</td>
</tr>
<tr>
<td>Dependent health ins</td>
<td>45%</td>
</tr>
<tr>
<td>Eye care</td>
<td>45%</td>
</tr>
<tr>
<td>Educational benefits</td>
<td>42%</td>
</tr>
<tr>
<td>Tuition reimbursement</td>
<td>36%</td>
</tr>
<tr>
<td>Pension</td>
<td>15%</td>
</tr>
</tbody>
</table>

ASC managers have an average of 26.7 days off, including vacation, sick time, and holidays. A few (8%) have 40 or more days off, while 16% have less than 20. Just more than half (57%) have between 20 and 34 days off.

Management role
ASC managers oversee an average of 3.8 ORs, with about a quarter managing 2- or 4-
room ORs, and 14% managing 5 or 6 rooms.

The average surgical volume is 4,390 cases, ranging from less than 1,000 to 20,000 or more.

In the past 12 months, nearly half (46%) have seen their surgical volume increase, with 10% reporting an increase of 20% or more.

ASC managers supervise an average of 23.3 FTEs, including an average of 18.3 clinical FTEs and 5.0 nonclinical FTEs.

Titles were about evenly divided:

- Administrator/admin director: 33%
- Director: 31%
- Nurse manager: 29%

Other titles mentioned are clinical director/manager, OR supervisor, and director of nursing.

Reporting structures are diverse, with the largest group reporting to the administration (42%) or the board of directors (22%). Another 18% report to a medical director, and a few (7%) report to a corporate office.

On average, ASC managers put in 47.3 hours a week, with 9% reporting working 60 hours or more.

Purchasing influence

Nearly all respondents (99%) have a say in the purchase of OR supplies and capital equipment.

About a third, 36%, are the primary decision makers, while 36% are members of a decision committee or team, and 21% serve in an advisory capacity.

About one-fourth (23%) report that their purchasing involvement has increased, while only 4% say their role has decreased.

Managers are the most likely to be the primary decision maker in corporate-owned ASCs (53%). In hospital-owned centers, they are most likely to be a member of a committee or team (55%).

About your ASC

The largest group responding to the survey are in physician-owned centers (43%), followed by joint ventures (37%), hospital-owned (9%), and corporate-owned (7%) facilities. Most (61%) are in multispecialty centers, with 38% in single-specialty facilities.
The greatest number (51%) are located in suburban areas, while 33% are in urban areas, and 16% are in rural areas. The largest groups of respondents are from the South and Midwest.

**Operating budget**

The average operating budget is $5.65 million. Hospital-owned facilities have the largest operating budgets, averaging $8.79 million, while physician-owned facilities average $2.95 million.

**Who accredits ASCs?**

The Accreditation Association for Ambulatory Health Care (AAAHC) leads the list of accrediting bodies for respondents, followed by the Joint Commission. A few are accredited by the American Association for Accreditation of Ambulatory Surgery Facilities (AAAASF). In all, 25% are not accredited or are approved by another body such as Medicare or the state.

**Information systems**

Over two-thirds (69%) of respondents have a computerized information system. Of these, about a third have installed a computer in each OR. A surprising 31% do not have a computerized IS. Single-speciality facilities, physician-owned centers, and ASCs in the Midwest are least likely to have an IS.

**About you**

Nearly all respondents (94%) are female, and 97% are RNs.

At an average age of 50, ASC managers as a group are a little younger than the average hospital OR manager’s age of 52. A larger proportion is under 45, with 57% over 50 years of age.

ASC managers have been in their current positions an average of 7.7 years, and in nursing an average of 25.8 years.

The most common degree for ASC respondents is a bachelor’s, followed by an associate degree, diploma, or master’s.

Less than half (45%) say their facility requires a specific degree for their position. Hospital-based centers (64%) are most likely to require a degree. When a degree is required, the most common requirement (76%) is a bachelor’s degree.