Workload, Compensation, and Job Satisfaction IN UROLOGY

Raj S. Pruthi, M.D., FACS
Professor and Chair of Urology
The University of North Carolina at Chapel Hill
Factors Affecting Physician Professional Satisfaction and Their Implications for Patient Care, Health Systems, and Health Policy

1. Quantity versus quality
2. EHRs
3. Autonomy and work control
4. Practice leadership
5. Collegiality, fairness, and respect
6. Work quantity and pace
7. Work content, allied professionals, and support staff.
8. Payment, income, and practice finances.
9. Regulatory and professional liability concerns.
Job Satisfaction

- Overall = 47%
- Choose medicine again = 51%
- Choose same specialty = 42% (19-74%)
- Fairly compensated = 48%

Medscape physician comp report (2013)
How about Urology?

- MGMA, AAMC, SullivanCotter, AMGA
- Medscape, Urology Times
“When you can measure what you are speaking about, and express it in numbers, you know something about it, when you cannot express it in numbers, your knowledge is of a meager and unsatisfactory kind; it may be the beginning of knowledge, but you have scarcely, in your thoughts advanced to the stage of science.”
Survey

• Performed in conjunction with AUA
• Survey sent to AUA membership in U.S.
  – Full members
• Response rate = 13%
• N = 848
  – Accurate within 3.43% at 95% confidence level
Demographic Profile of Respondents
Figure 7: AUA Section

Base: Total respondents answering
Q.4 What AUA Section do you practice in?
Figure 5: Age

Base: Total respondents answering
Q.3 Which category does your age fall into?
Figure 6: Gender

Base: Total respondents answering (N=843)
Q.2 What is your gender?
Figure 3: Years in Practice

Base: Total respondents answering
Q.1 How many years have you been in practice (beyond residency and fellowship training)?
Figure 8: Practice Setting

- Urban: 47%
- Suburban: 39%
- Rural: 14%

Base: Total respondents answering (N=843)
Q.6 What is your practice setting?
Figure 1: Employment Status

- **Total (N=828)**
- **Under 37 (N=54)**
- **37 to 45 (N=213)**
- **46 to 54 (N=257)**
- **55 to 64 (N=228)**
- **65+ (N=76)**

Base: Total respondents answering
Q.9 What is your current employment status?
Figure 4: Number of Urologists Currently Affiliated with Practice

Base: Total respondents answering
Q.8 How many urologists are currently affiliated with your practice?
Figure 9: Primary Special Interest Area(s)

Base: Total respondents answering
Note: Percentages add to more than 100 percent because multiple answers were accepted. Respondents could only choose up to 3 special interest areas. Only responses with 5% or more are shown.
Q.7 What areas of practice do you focus on (Choose up to 3)?
Figure 10: Type of Fellowship Training

Base: Total respondents answering
Q.6 What Fellowship training have you had?
Evaluation of Current Employment
Figure 14: Average Hours Per Week Worked

- Total (N=806)
- Self Employed (N=401)
- Employed (N=211)
- Academic (N=169)

Average Hours Worked Per Week

Base: Total respondents answering
Q.14 On average, how many hours per week do you work?
Figure 15: Average Call Days Taken Per Month

Base: Total respondents answering
Q.15 On average, how many call days do you take per month?
Figure 12a: Length of Time in Current Employment Status – by Employment Status

Total (N=833)  Self Employed (N=406)  Employed (N=213)  Academic (N=171)

Base: Total respondents answering
Q.12 How long have you been in this employment status?
Figure 12b: Length of Time in Current Employment Status – by Age

Base: Total respondents answering
Q.12 How long have you been in this employment status?
Figure 13: Employment Status Immediately Prior to Present Status

Base: Total respondents answering
Q.13 What was your employment status immediately prior to your present status?
Figure 11: Importance of Reasons for Current Employed Status

Base: Total respondents answering who are in employed status.
Note: Averages are based on respondents ranking each reason from 1-6.
Q.11 If you are currently in employed status, please rank the following factors in order of importance as to the reasons for your employed status? (1 BEING MOST IMPORTANT, 2 BEING SECOND MOST IMPORTANT ALL THE WAY TO 6 BEING THE LEAST IMPORTANT)
Utilization of APPs in Urology
Figure 17: Usage of APN’s or PA’s in Practice

Base: Total respondents answering (N=806)
Q.17 Do you use APN’s or PA’s in your practice?
Figure 18: Percentage of Work APN/PA’s Perform in Selected Areas

![Bar Chart]

Respondents who employ APN/PA’s (N=494)

- Clinic work: 75%
- Inpatient work: 14%
- Procedural work: 9%
- Other work: 2%

Base: Respondents who employ APN/PA’s

Q.18: Please indicate the percentage of work your APN/PA’s work in the following areas (must add to 100%)
Figure 19: Work Done by APN/PA’s that is a Percentage of MD FTE

Respondents who employ APN/PA’s (N=494)

Base: Respondents who employ APN/PA’s
Q.19 How much work does your APN's/PA's perform as a percentage of a MD FTE?
Assessment of Work and Compensation
Figure 20a: Compensation from Practice Last Year – by Employment Status

Base: Total respondents answering
Q.20 What was your compensation from your practice last year? (The amount reported as direct compensation on a W-2, 1099, K1 plus all voluntary salary reductions such as 401K, 403B, and Keogh plans. Do not include expense reimbursements or fringe benefits paid by the practice)
Figure 20b: Compensation from Practice Last Year – by Age

Base: Total respondents answering
Q.20 What was your compensation from your practice last year? (The amount reported as direct compensation on a W-2, 1099, K1 plus all voluntary salary reductions such as 401K, 403B, and Keogh plans. Do not include expense reimbursements or fringe benefits paid by the practice)
Figure 21: Estimated Percentage of Last Year’s Compensation That Came From the Following Selected Areas

Base: Total respondents answering
Q.21 What is the estimated percentage of the amount reported in the previous question that was compensation from the following?
Figure 22: Estimated Percentage Change of Last Years Compensation from Previous Year

Total Average Percentage Change = -1.74%

Base: Total respondents answering
Q.22 What is your estimate of the percentage of change in your compensation from the last year? Fill in the blank noting whether the change was an increase or decrease in compensation (e.g., +1%)
Work Satisfaction and Retirement
Figure 24: Number of Years Before Planned Retirement

Base: Total respondents answering
Q.24 How many years before you plan to retire?
Figure 23a: Current Work Satisfaction – by Employment Status

Base: Total respondents answering
Q.23 How would you rate your current satisfaction with work?
Figure 23b: Current Work Satisfaction – by Age

Base: Total respondents answering
Q.23 How would you rate your current satisfaction with work?
Figure 25a: Percentage who Would Choose Medicine Again as A Career – by Employment Status

Base: Total respondents answering
Q.25 Would you choose medicine again as a career?
Figure 25b: Percentage who Would Choose Medicine Again as A Career – by Age

Base: Total respondents answering
Q.25 Would you choose medicine again as a career?
Figure 26a: Percentage who Would Choose Urology Again as A Specialty – by Employment Status

[Bar chart showing percentage for Yes, No, and Unsure categories across total, self-employed, employed, and academic sectors.]

Base: Total respondents answering
Q.26 Would you choose urology again as a specialty?
Figure 26b: Percentage who Would Choose Urology Again as A Specialty – by Age

Base: Total respondents answering
Q.26 Would you choose urology again as a specialty?
Summary

- Excellent representation of Urology workforce
- Static snapshot (2014) – trends will be important
  - Declining rural (14%)
  - Feminization (10%)
  - Larger groups (n=9)
  - More employed (27%)
  - Retiring workforce (20% in 5 years; 40% in 10 years)
Summary

• **Reasons for being employed**
  – Stability of compensation, lesser administrative demands, better work-life balance

• **Hours per week** = 57

• **Call days** = 9 / month

• **Income mean (median)** = $438k ($380k)
  – Median self-employed = $400k
  – Median academic = $350k
  – Declining (25% self-employed report >= 20% decline)
  – 23% from non-pt related activities
Summary

• APP use = 62%
  – Lowest in self-employed, highest in academics
  – Primarily in clinic
  – 41% of MD FTE

• Job Satisfaction
  – Very or somewhat satisfied = 70% (vs. 47%)
  – Choose medicine again = 63% (vs. 51%)
  – Choose Urology again = 83% (vs. 42%)
Current Research

• Job satisfaction
  – Correlation to income, work hours, call days, gender, age, employment type, practice size, APPs, location, interest area
  – Assess work-life balance issues

• Income
  – Factors which influence
  – Practice size/type, location, work hours
Current Research

• Feminization of workforce
• Future workforce – predictive model
  – 5, 10, and 20 years from now
• Impact of fellowship training
  – Financial, practice type, job satisfaction
• Characterization of role of APPs
Unanswered Questions

• Repeat questionnaire – trends over time
• Role of EHR
• Role of ACA and other admin/business agendas/burdens to medicine
• Work content, quality, pace
• Regulatory and professional liability concerns
• Collegiality, fairness, respect
Physician Leadership

- Develop capacity to measure and monitor
- Be prepared to get $$ from patients
- Service quality – key to success
- Process technology – more important than medical technology
- *Innovation in how we deliver healthcare will be rewarded*