Job Satisfaction, Compensation and Gender in Urology

Raj S. Pruthi, M.D., FACS
Professor and Chair of Urology
The University of North Carolina at Chapel Hill
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 (2014)
How about Urology?

- MGMA, AAMC, SullivanCotter, AMGA
- Medscape, Urology Times
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?
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?
Employment Status

- Self-employed, 49%
- Employed, 27%
- Academic, 21%
- Other, 3%
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 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

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

Bar chart showing the average call days taken per month for different groups:
- Total (N=806)
- Self Employed (N=401)
- Employed (N=211)
- Academic (N=169)

Base: Total respondents answering
Q.15 On average, how many call days do you take per month?
“How many years before you plan to retire?”
Utilization of NPPs in Urology
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

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

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?
NPP

Type of Providers

38%

62%

Advanced Practice Nurse

Physician Assistant
NPP Gender

- Female: 80%
- Male: 20%
NPP

Specialty area:
1. General Urology 76%
2. Oncology: 31%
3. Stone Disease: 31%
4. Mens Health and Infertility: 26%

% of Time in Setting:
1. Ambulatory clinic: 76%
2. Inpatient: 9%
3. OR/procedures: 8%

Would you work in Urology again?
74% Definitely yes
NPP Procedures Performed

1. Bladder instillation: 61%
2. Intracavernosal injection for ED: 53%
3. Urodynamic interpretation: 50%
4. Cystoscopy with Stent Removal: 36%
5. Assist in OR, PTNS, priapism injxn, aspirate hydroceles: 32%
6. Diagnostic cystoscopy: 25%
7. prostate biopsy: 10%
8. Vasectomy: 12%
Assessment of Compensation
Compensation

• Mean Annual Compensation = $404,755
• Median = $380,000
  - 25\textsuperscript{th} % = $300,000
  - 75\textsuperscript{th} % = $480,000
Compensation by Gender

Median Annual Salary

- Male
- Female*  

$0
$50,000
$100,000
$150,000
$200,000
$250,000
$300,000
$350,000
$400,000
$450,000

* = p < 0.05
Compensation – Employment Type

Median Annual Salary

- Self-employed
- Employed
- Academics*

* = p < 0.05
Compensation by Age

Median Annual Salary

- < 37*
- 37-45
- 46-54
- 55-64
- >= 65

* = p < 0.05
Compensation by Location

Median Annual Salary

- Rural
- Suburban
- Urban

Salary Range:
- $0 to $50,000
- $50,000 to $100,000
- $100,000 to $150,000
- $150,000 to $200,000
- $200,000 to $250,000
- $250,000 to $300,000
- $300,000 to $350,000
- $350,000 to $400,000
- $400,000 to $450,000
Compensation

• Fellowship
  – Yes = $377,500
  – No = $390,000

• Use of NPP*
  – Yes = $400,000
  – No = $350,000

• Work hours per week*

• Call days per month

* = p < 0.05
Figure 21: Estimated Percentage of Last Year’s Compensation That Came From the Following Selected Areas

**Ancillary Income:** $29,717

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?
<table>
<thead>
<tr>
<th>Provider Characteristic</th>
<th>Bivariate Analysis p-value</th>
<th>Multivariate Analysis p-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>&lt; 0.0001</td>
<td>0.0005</td>
</tr>
<tr>
<td>Hours worked per week</td>
<td>0.0075</td>
<td>0.0547</td>
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<tr>
<td>Call days per month</td>
<td>0.1696</td>
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<tr>
<td>Fellowship</td>
<td>0.5745</td>
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<tr>
<td>Employment type (Ref=Self-employed)</td>
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<td></td>
</tr>
<tr>
<td>- Academic</td>
<td>0.0670</td>
<td>0.0023</td>
</tr>
<tr>
<td>- Employed</td>
<td>0.2423</td>
<td>0.1738</td>
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<tr>
<td>Practice location (Ref=Urban)</td>
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<tr>
<td>- Suburban</td>
<td>0.7116</td>
<td>0.3772</td>
</tr>
<tr>
<td>- Rural</td>
<td>0.9190</td>
<td>0.6980</td>
</tr>
<tr>
<td>Use of APP</td>
<td>0.0002</td>
<td>0.0198</td>
</tr>
<tr>
<td>Ancillary Income</td>
<td>&lt; 0.0001</td>
<td>0.0005</td>
</tr>
</tbody>
</table>

**Gender, Hours worked, Academics, Use of NPPs, Ancillary Income**
Percent Change from Last Year’s Income

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
Current Work Satisfaction

“How would you rate your current satisfaction with work?”

70% Satisfied
<table>
<thead>
<tr>
<th>Provider Characteristic</th>
<th>Bivariate Analysis p-value</th>
<th>Multivariate Analysis p-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>0.6361</td>
<td>0.3772</td>
</tr>
<tr>
<td>Annual salary</td>
<td><strong>0.0469</strong></td>
<td><strong>0.0385</strong></td>
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<tr>
<td>Hours worked per week</td>
<td>0.1113</td>
<td><strong>0.0602</strong></td>
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<tr>
<td>Call days per month</td>
<td><strong>0.0062</strong></td>
<td>0.3360</td>
</tr>
<tr>
<td>Fellowship</td>
<td><strong>0.0062</strong></td>
<td>0.4011</td>
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<tr>
<td>Employed</td>
<td>0.3934</td>
<td>0.3368</td>
</tr>
<tr>
<td>Practice location (Ref=Urban)</td>
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</tr>
<tr>
<td>- Suburban</td>
<td>0.3792</td>
<td>0.3885</td>
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<tr>
<td>- Rural</td>
<td>0.2510</td>
<td>0.8629</td>
</tr>
<tr>
<td>Use of APP</td>
<td><strong>0.0257</strong></td>
<td>0.1084</td>
</tr>
</tbody>
</table>
Choose Medicine/Urology Again

- Yes: 90%
- No: 10%
- Unsure: 10%

Red: Choose Medicine
Yellow: Choose Urology
Gender
Median age: Female (42) vs. Male (50) (p < 0.0001)
Gender

- >=65
- 55-64
- May-54
- 37-44
- <37

Legend:
- Pink: Female
- Blue: Male
Practice Location

- Rural
- Suburban
- Urban

Female
Male

p = 0.25
Income

Hourly Income

**Median Income**

- Female
- Male

$p < 0.0001$

$p = 0.004$

Hours worked: female (55 hrs/wk) vs. male (60 hrs/wk) 
(p = 0.03)
Employment Type

<table>
<thead>
<tr>
<th>Employment Type</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-employed</td>
<td>30%</td>
<td>50%</td>
</tr>
<tr>
<td>Employed</td>
<td>30%</td>
<td>20%</td>
</tr>
<tr>
<td>Academic</td>
<td>30%</td>
<td>10%</td>
</tr>
</tbody>
</table>

p = 0.008
Fellowship

p = 0.002
## Gender

- **Use of NPP**
  - Female = 68.5%
  - Male = 60.9%

- **Call days per month**
  - Female = 6
  - Male = 7

- **Satisfaction (female vs. male)**
  - Choose medicine again: 53% vs. 64%
  - Choose urology again: 75% vs. 84%

* = $p < 0.05$
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 median (mean) = $380k ($405k)
Summary

- NPP 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%)
Summary

• Job satisfaction
  – Correlation to income, work hours, employment type
  – Assess work-life balance issues

• Income
  – Correlation to gender, work hours, employment type, use of NPPs, receiving ancillary income
Summary

• Feminization of the workforce

<table>
<thead>
<tr>
<th></th>
<th>1995</th>
<th>2015</th>
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</thead>
<tbody>
<tr>
<td>% residents</td>
<td>4%</td>
<td>26%</td>
</tr>
<tr>
<td>% workforce</td>
<td>1%</td>
<td>10%</td>
</tr>
</tbody>
</table>

• Fewer hours worked

• Income inequities exist
  • -24% in MD surveys (-20% in present study)
  • (was -33% in 2002)
Women in the Urology Workforce

• Younger as compared to males (10 years)
• Impact remains still largely undefined
  – Choice of sub-specialization, advancement in career, Marital status, having / # children
• High level of personal, professional, financial satisfaction
• Impact on pregnancy/children
  – Fewer children, later in life, higher assisted reproduction, higher induction rate, greater complications
Current Research

• Feminization of workforce
• Future workforce – predictive model
  – 5, 10, and 20 years from now
• Characterization of role of NPPs
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