



**2018**

**Physician Practice  
Preference &  
Relocation Survey**

## 2018 TMF PHYSICIAN SURVEY - HIGHLIGHTS AND KEY FINDINGS

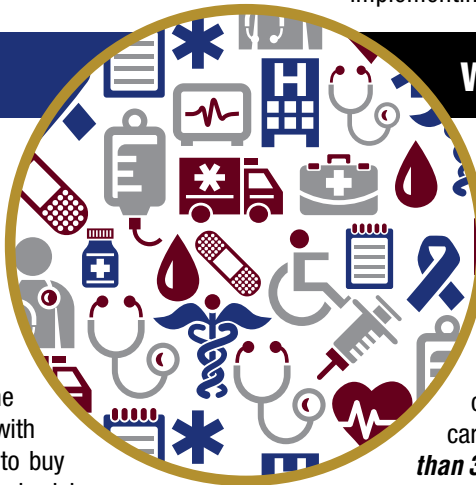
The 15th annual *Physician Practice Preference & Relocation Survey* was conducted by The Medicus Firm (TMF) in May 2018, via a third-party survey program. Invitations to participate in the confidential, anonymous survey were emailed to a random sample of U.S. physicians via TMF's proprietary physician database, and the M3 Global Research physician panel. No honorarium was offered for participating in this survey, and a total of 2,219 medical professionals participated in 2018, including physicians and advanced practice clinicians in a variety of specialties.

## VALUE-BASED PAY: NO SIGNIFICANT SHIFT SINCE LAST YEAR

There were no major changes in the status of value-based pay. *This year, only 43% of physicians (compared to about 41% last year) could say with certainty that any portion of their pay is value-based, and nearly half of those physicians also report that their value-based income is ten percent or less of their total compensation structure.* There does not seem to have been much progress this year over last year in terms of implementing value-based physician compensation.

## PHYSICIANS ON THE MOVE

Physicians are more frequently being employed by hospitals and health systems, and fewer physicians are owners or partners in their own medical practice. This year, **64% of physician survey respondents are employed**, compared to 58% last year. Over the past few years, **more than 90% of The Medicus Firm's placements are employment opportunities vs. private practice.** Therefore, it has become easier for physicians to move between jobs, with no practice to close or sell, nor a partnership to buy out of or into. To that end, the percentage of physicians planning a definite or potential career move in the next 12 months increased 2%, to 19.8%. **Physicians who feel they are "definitely not" making a career change declined by more than 2.5 points, to 26%.**



## WORK HOURS & BURN-OUT

About 38% of physicians indicate that they work more than 50 hours per week, similar to last year. However, there was a two-point increase in the percentage of physicians who said they work over 60 hours, to 18.4%. Also, most physicians indicated experiencing one or more symptoms of burnout in the past year (85-90%). Reported symptoms of burnout include physical or mental exhaustion, depersonalization or lack of caring, and decreased efficacy. **Additionally, more than 37% of physicians reported doing some sort of moonlighting, and nearly two-thirds of those do so on a regular or ongoing basis.** About 14% of physician respondents reported doing some periodic or occasional moonlighting, as opposed to a steady or ongoing side job.

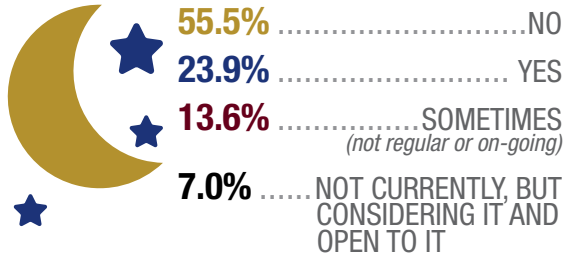
## COMPENSATION & CAREER CONCERNS

Many physicians' career concerns are similar to last year's survey. There were a few shifts, such as a **6% increase (to 46%) in concerns over payor mix and declining reimbursements**, which remain the most limiting factors for physicians' income, in their opinion. Physicians are much less concerned with malpractice premium costs (0.8% vs. 1.7% last year), and competition with other physicians (6%).

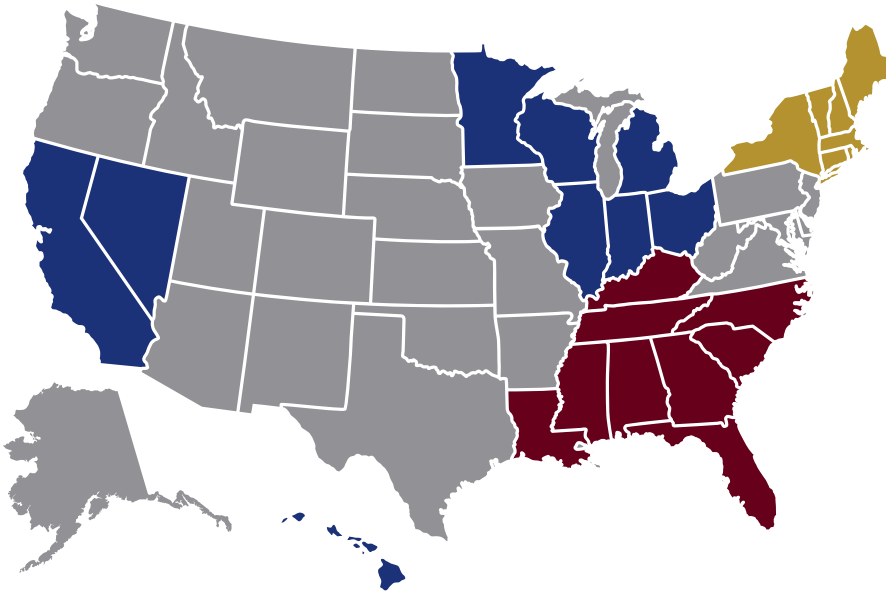
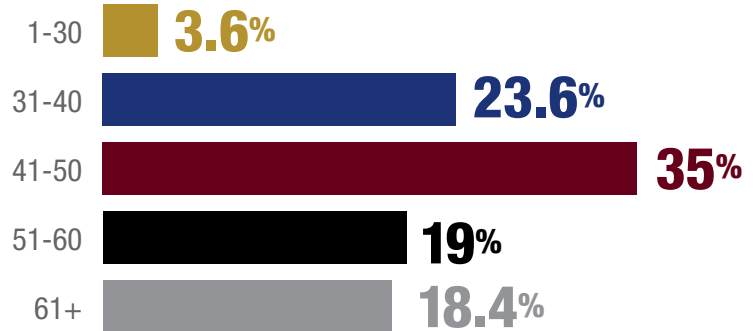
## COMMUNITY & PRACTICE PREFERENCES

Major metro areas surged in popularity among residents and fellows, with 47.7% choosing major metro as their most preferred community in which to work (up from 36% last year.) Otherwise, trends were similar to last year's practice preferences. **Practicing physicians remain more open to smaller communities than residents and fellows, with 28% preferring major metro as their top choice, vs. 47.7% of residents and fellows who prefer metro areas. The most significant shift in practice type preference was a large jump in popularity for academic roles among residents and fellows, up to 34.7%, from 25% last year,** and a decline in preference for single-specialty groups. **Hospital employment jumped up 4 points in popularity among practicing doctors, to 20.5%**

**MOONLIGHTING: ARE PHYSICIANS WORKING A SECONDARY JOB, IN ADDITION TO THEIR PRIMARY PRACTICE CAREER?**



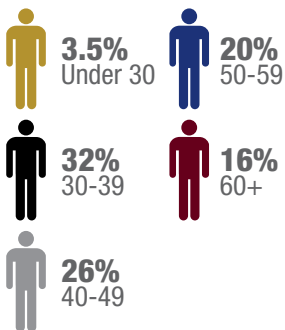
**AVERAGE NUMBER OF HOURS WORKED PER WEEK**



**MOST PREFERRED REGION TO LIVE & WORK:**

- 1<sup>ST</sup> SOUTHEAST 21%**  
(SC, GA, FL, AL, MS, LA, TN, KY, NC)
- 2<sup>ND</sup> NEW ENGLAND/ NORTHEAST 15%**  
(NY, MA, VT, NH, RI, CT, ME)
- 3<sup>RD</sup> PACIFIC (CA, NV, HI) GREAT LAKES (OH, MI, IN, IL, WI, MN) TIE: 12%**

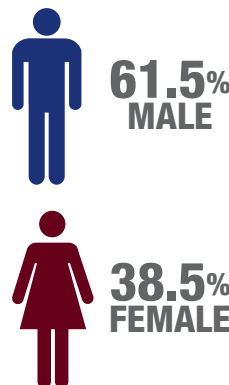
**AGE RANGES OF RESPONDENTS:\***



**MEDICAL EDUCATION OF RESPONDENTS:\***

- **65%** M.D.- from U.S. Allopathic Medical School
- **11.2%** D.O.- from U.S. School of Osteopathic Medicine
- **15%** International MD/DO or equivalent degree (MBBS, etc.) from International Medical School (outside the U.S.)
- **4%** Nurse Practitioner
- **4%** Physician Assistant

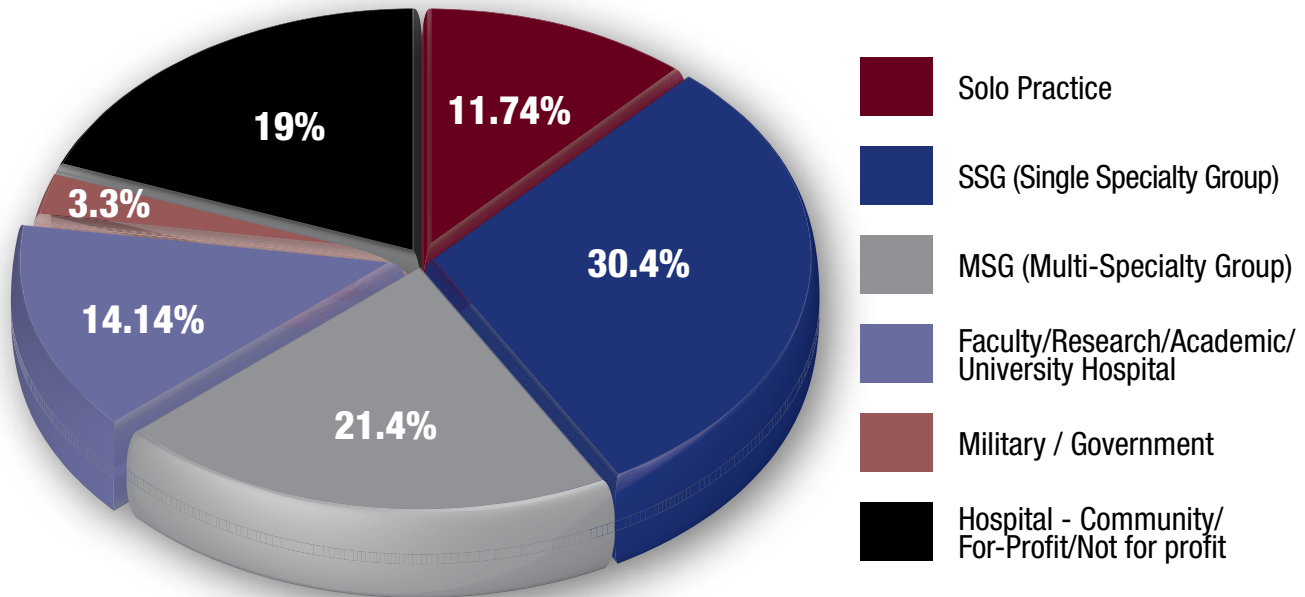
**GENDER:\***



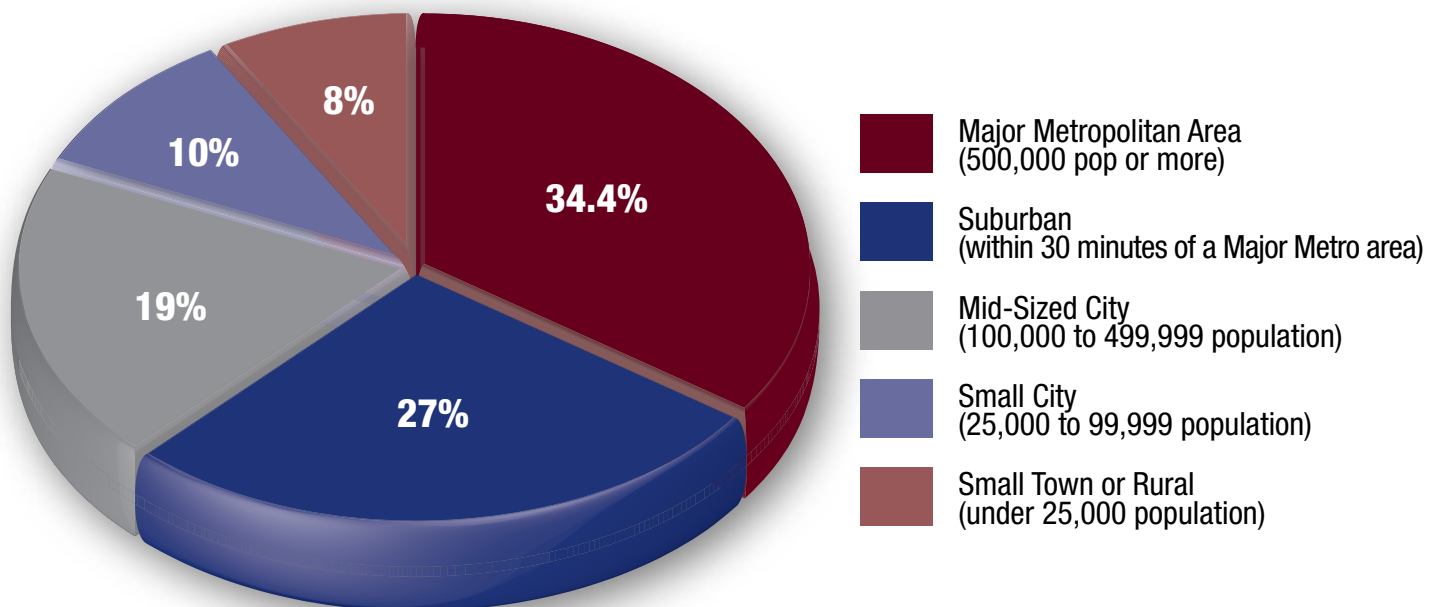
- **64% EMPLOYED** by hospital, medical group, or other health facility
- **27.6% PRIVATE PRACTICE** (self-employed, partner/owner, or contractor)
- **8.3% IN TRAINING** (resident or fellowship)

\*Approximately 85% of total survey respondents provided demographics and background information.

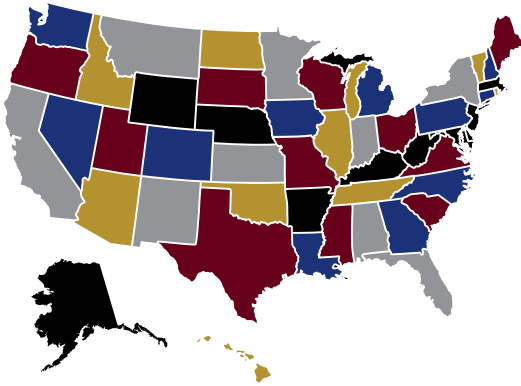
**Q1. Which of the following best describes your current practice setting?**



**Q2. Which of the following community descriptions best characterizes the area in which you currently practice?**





























**Q3. In which state do you currently reside?**

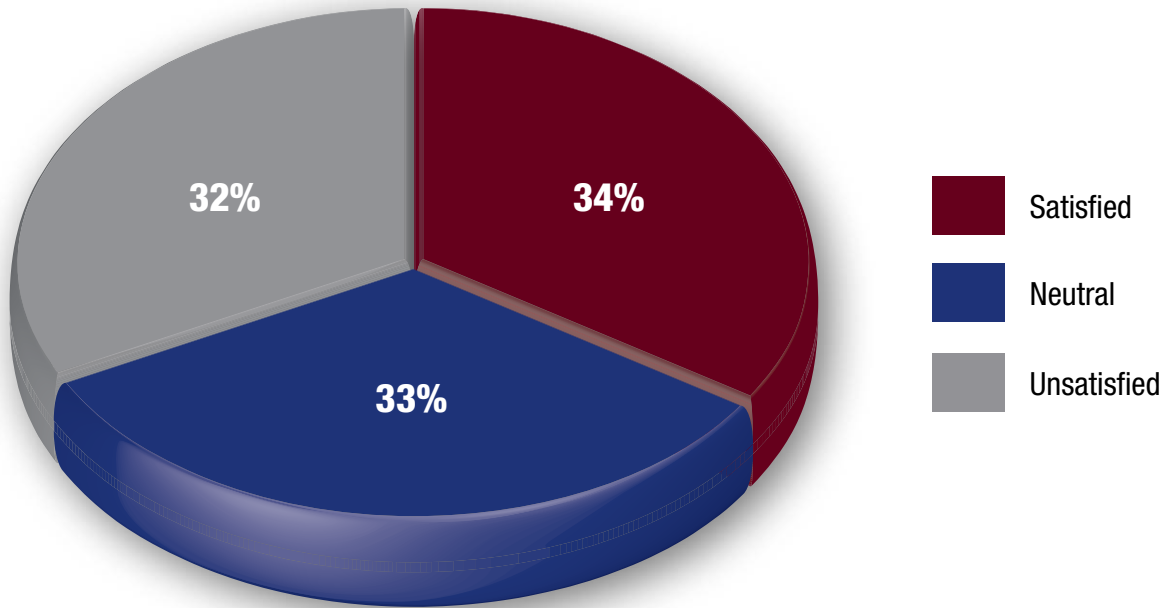


AK..... 0.10%	LA ..... 1.1%	OK ..... 0.59%
AL ..... 0.9%	MA ..... 2.8%	OR ..... 0.89%
AR..... 0.79%	MD..... 2.8%	<b>PA..... 6.3%</b>
AZ..... 1.8%	ME ..... 0.3%	PR..... 0.1%
<b>CA ..... 9.07%</b>	MI ..... 3.42%	RI ..... 0.45%
CO ..... 1.7%	MN..... 0.99%	SC..... 1.1%
CT..... 1.5%	MO..... 1.8%	SD..... 0.2%
DC ..... 0.29%	MS ..... 0.74%	TN..... 2.0%
DE..... 0.14%	MT ..... 0.24%	<b>TX..... 7.38%</b>
<b>FL ..... 7.1%</b>	NC ..... 3.7%	UT ..... 0.74%
GA ..... 2.3%	ND ..... 0.29%	VA ..... 3.12%
HI ..... 0.29%	NE..... 0.54%	VT ..... 0.05%
IA ..... 1.1%	NH ..... 0.49%	WA..... 1.5%
ID ..... 0.39%	NJ ..... 3.67%	WI ..... 2.2%
IL..... 5.5%	NM..... 0.34%	WV ..... 0.5%
IN ..... 2.2%	NV ..... 0.94%	WY ..... 0.05%
KS..... 0.94%	<b>NY ..... 7.98%</b>	
KY ..... 1.18%	OH ..... 2.92%	

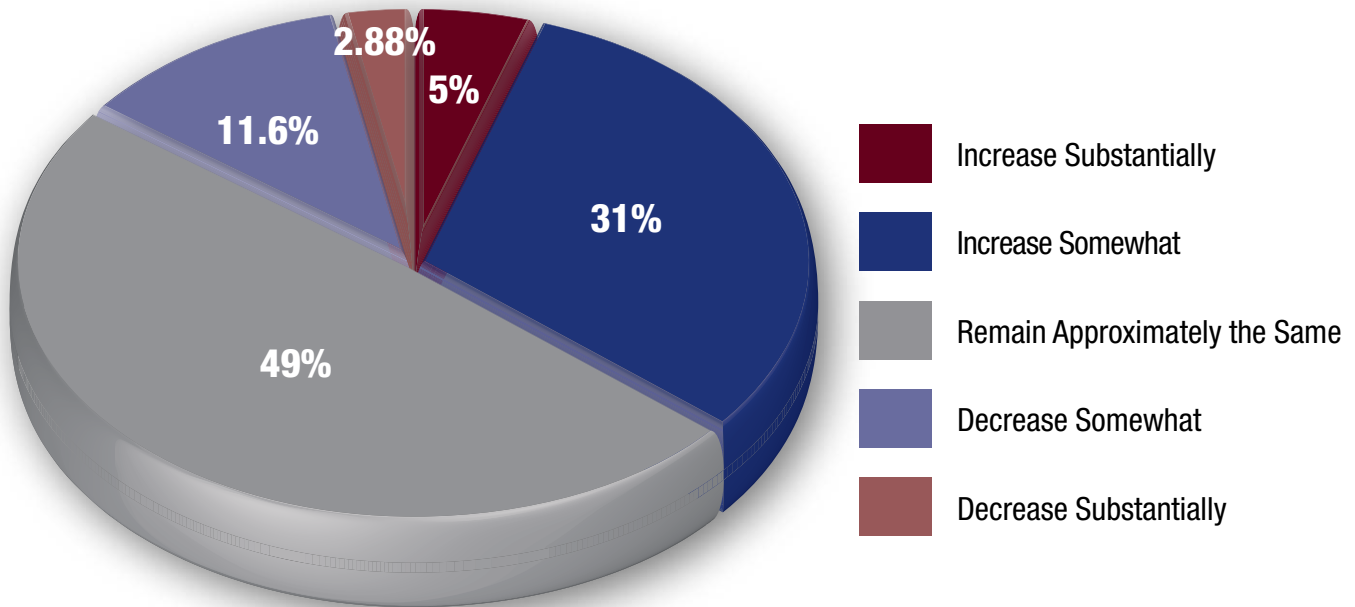
**Q4. What is your specialty?**

 Cardiology ..... 4.15%	 Neurosurgery ..... 0.73%	 Radiology ..... 3.13%
 Emergency Medicine.... <b>7.63%</b>	 <b>OB/GYN ..... 7.04%</b>	 Rheumatology ..... 2.49%
 Endocrinology ..... 3.42%	 Oncology / Hem Onc..... 0.88%	 Urgent Care ..... 0.73%
 <b>Family Practice ..... 8.26%</b>	 Orthopedic Surgery ..... 5.23%	 Urology ..... 3.47%
 Gastroenterology ..... 4.84%	 Otolaryngology ..... 3.42%	 Vascular Surgery..... 0.54%
 General Surgery..... 4.06%	 <b>Pediatrics ..... 8.56%</b>	 Nurse Practitioner (any specialty)..... 1.12%
 Hospitalist..... 5.13%	 PMR - Physical Medicine & Rehab..... 2.05%	 Phys. Assistant (any specialty)..... 1.52%
 <b>Internal Medicine..... 6.11%</b>	 Psychiatry ..... 4.55%	
 Neurology ..... 2.40%	 Pulmonary/Critical Care Med ..... 5.09%	 Other..... 3.42%

**Q5. How did you feel about your 2017 compensation in general? Select the answer that best describes how satisfied you are with your 2016 income.**

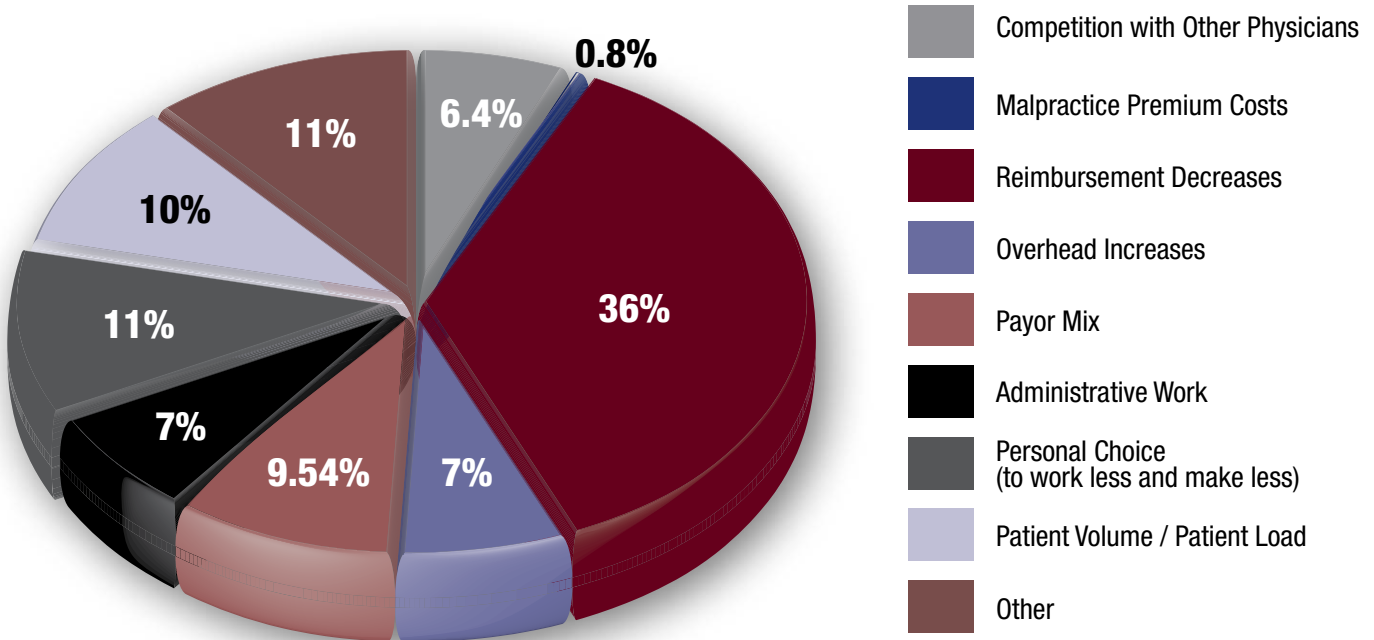


**Q6. How do you anticipate your 2018 income will compare to what it was in 2017?**

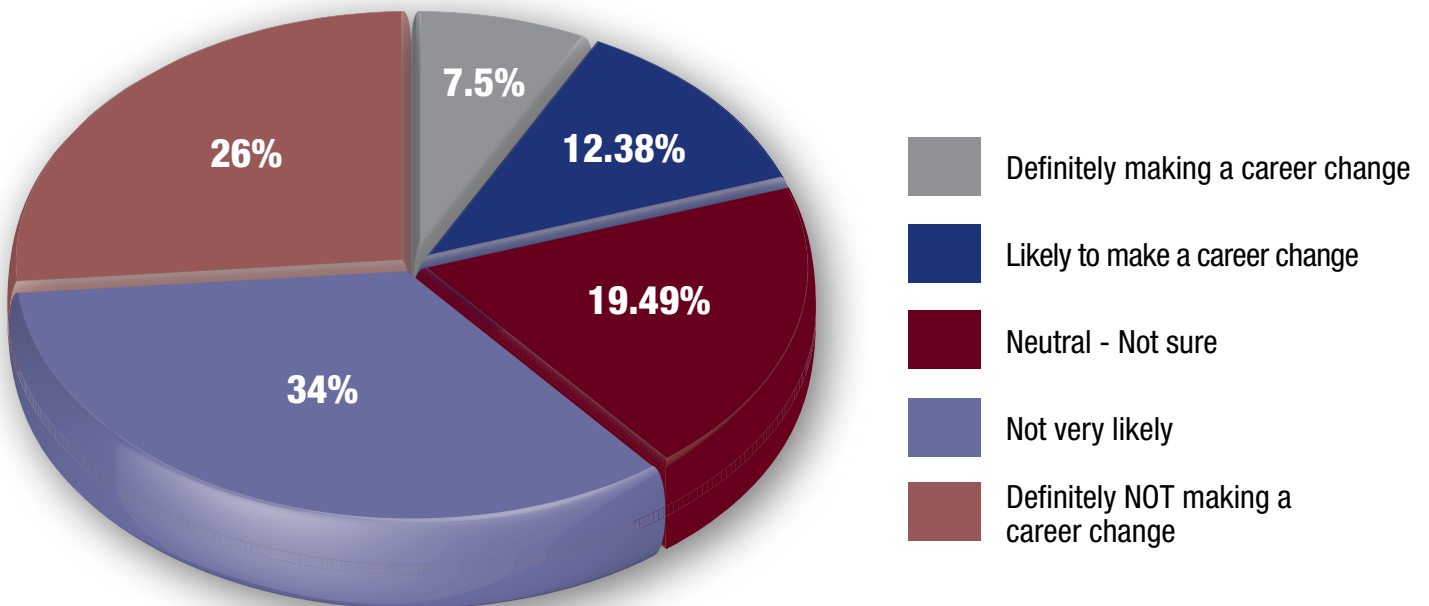




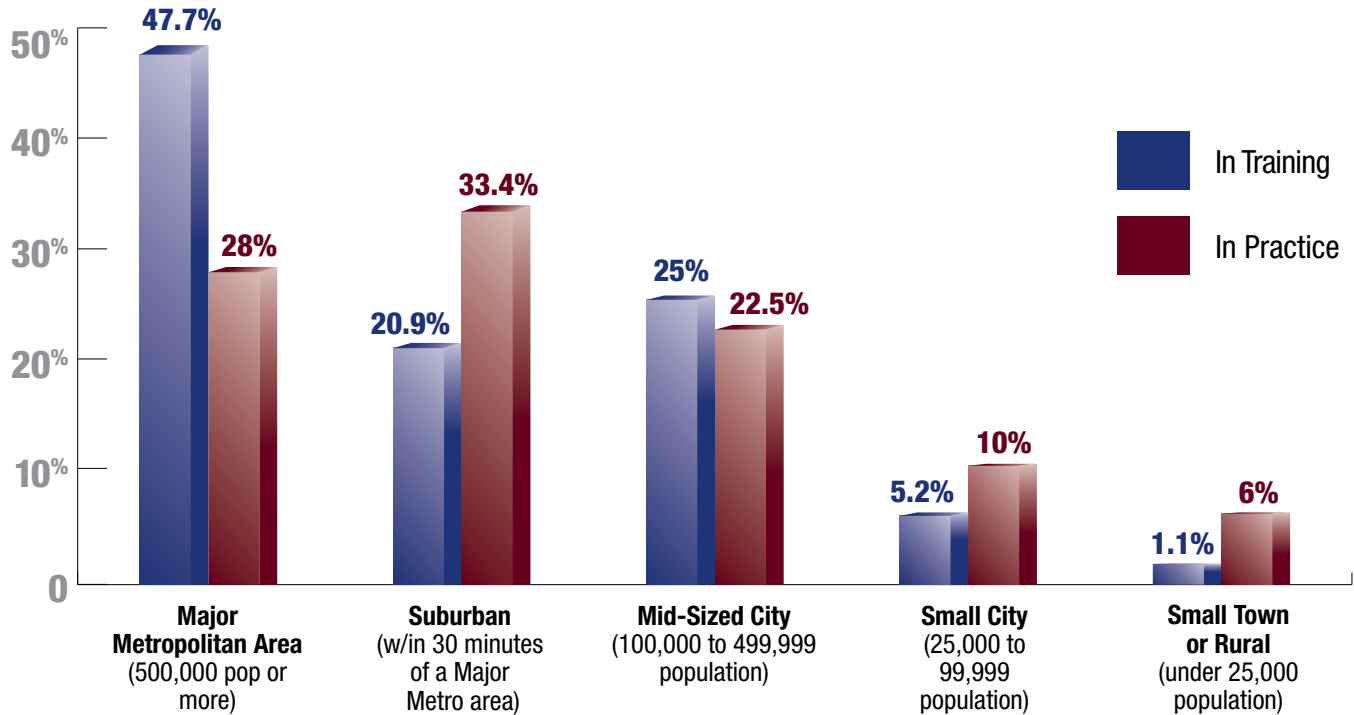
**Q7. Which of the following do you feel limits your income the most?**



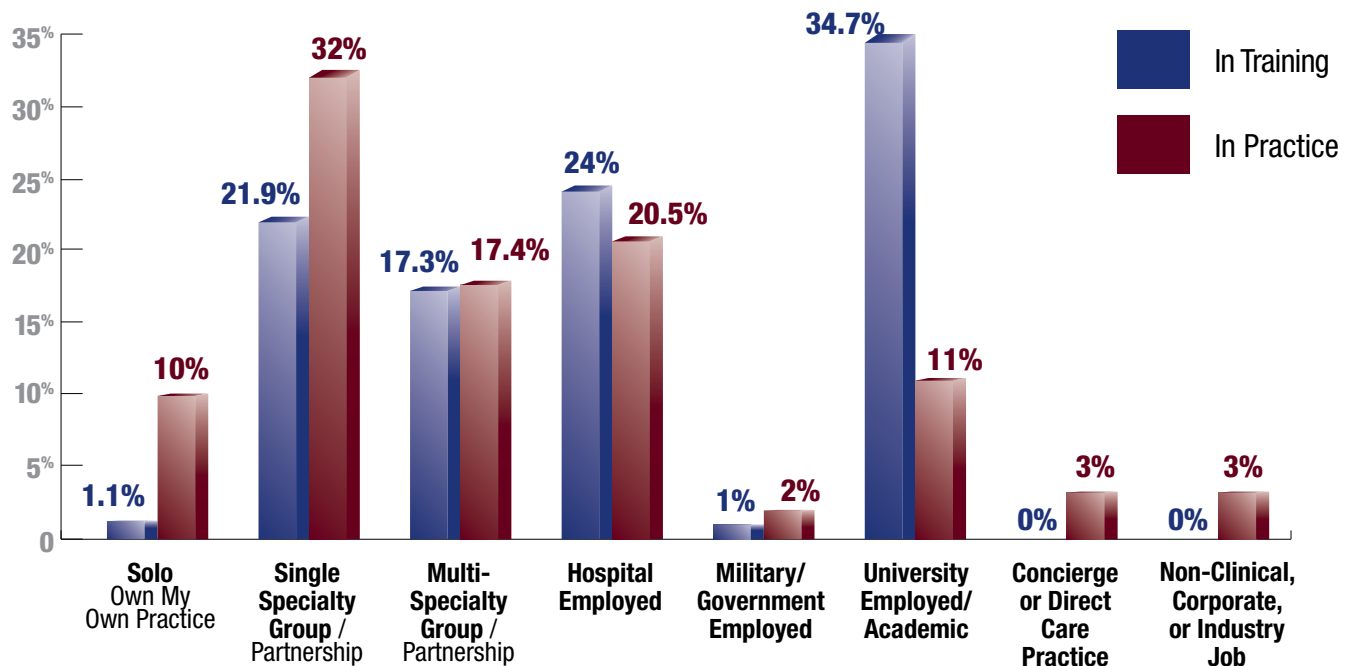
**Q8. How likely are you to make a career change within the next 12 months?**



### Q9. In what size community would you prefer to live and work?

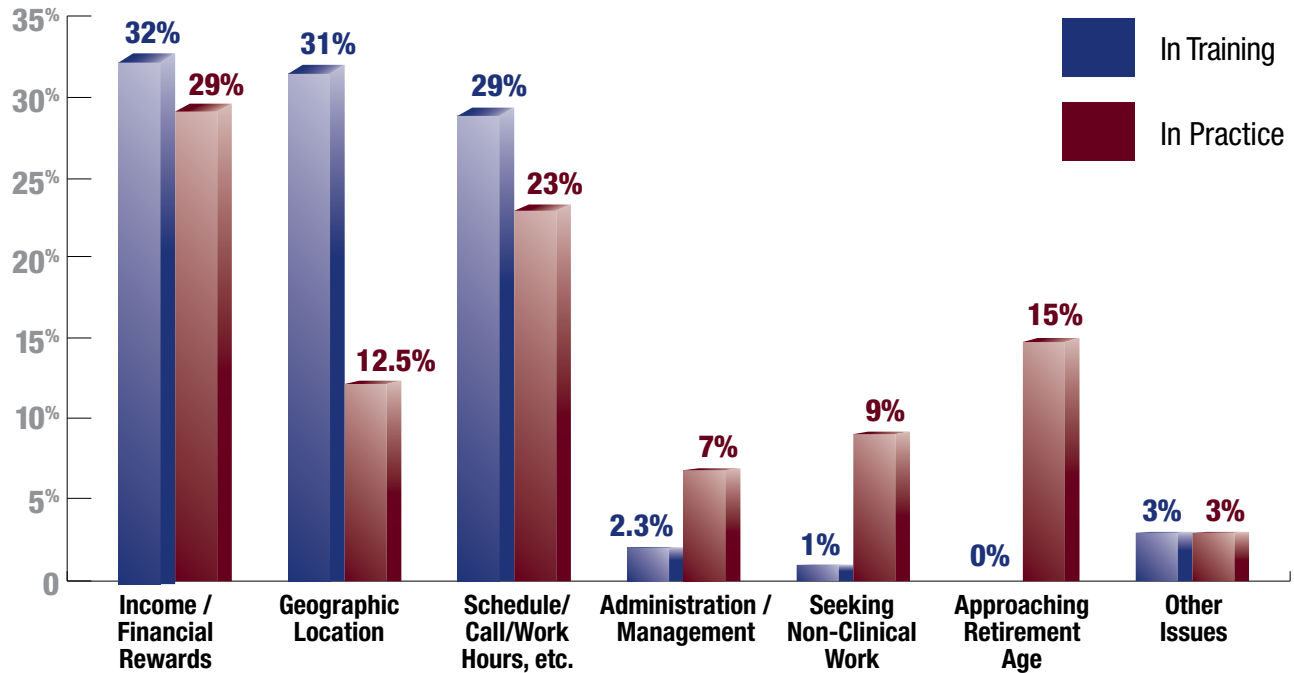


### Q10. What type of practice setting appeals to you the most?

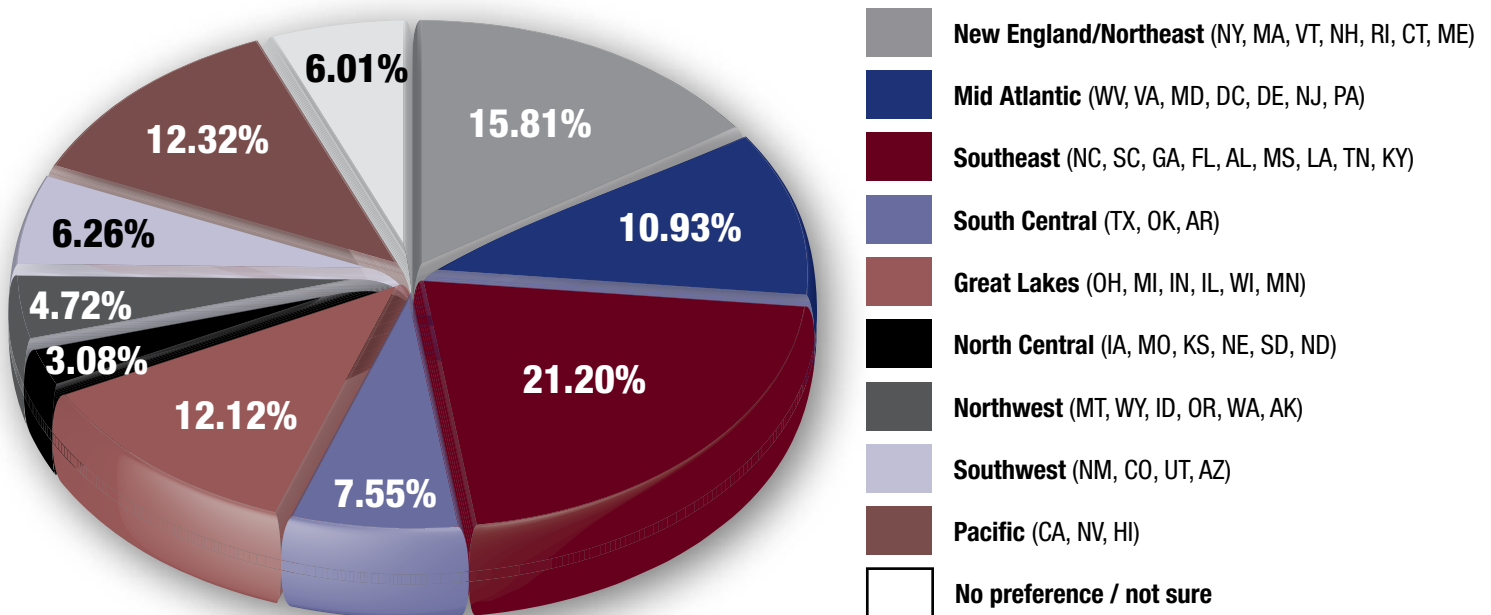




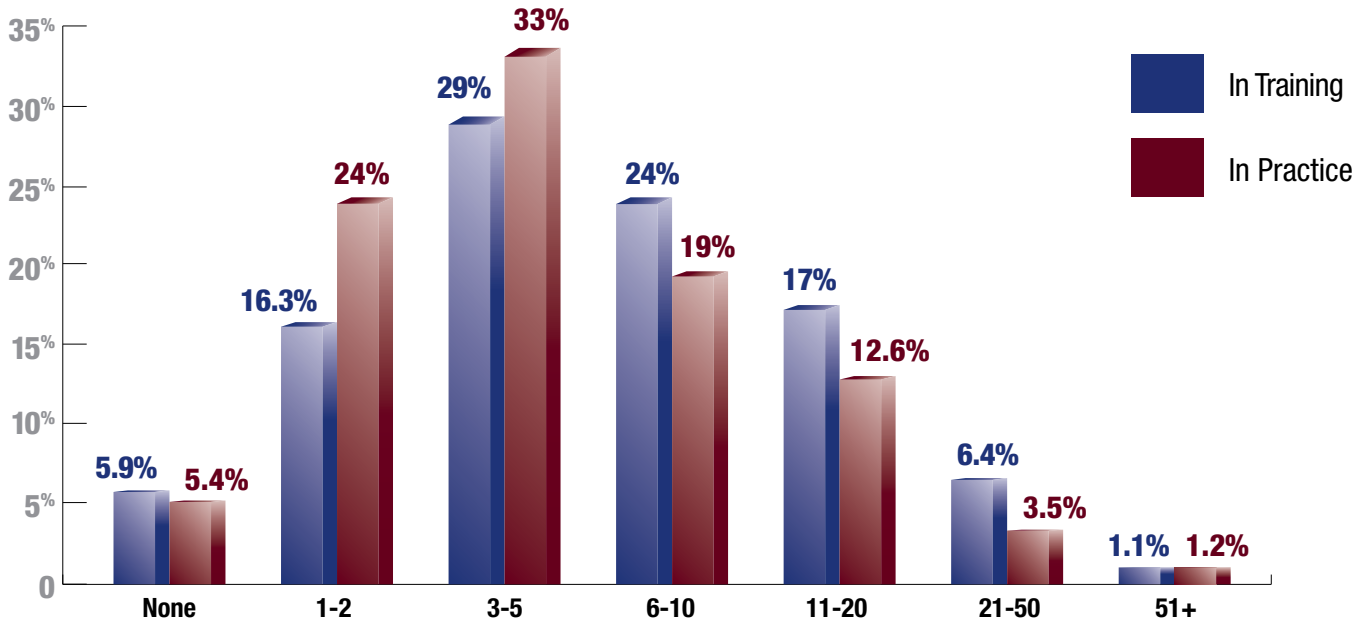
**Q11. What is the most important deciding factor, if/when making a career move and/or choosing your next practice opportunity?**



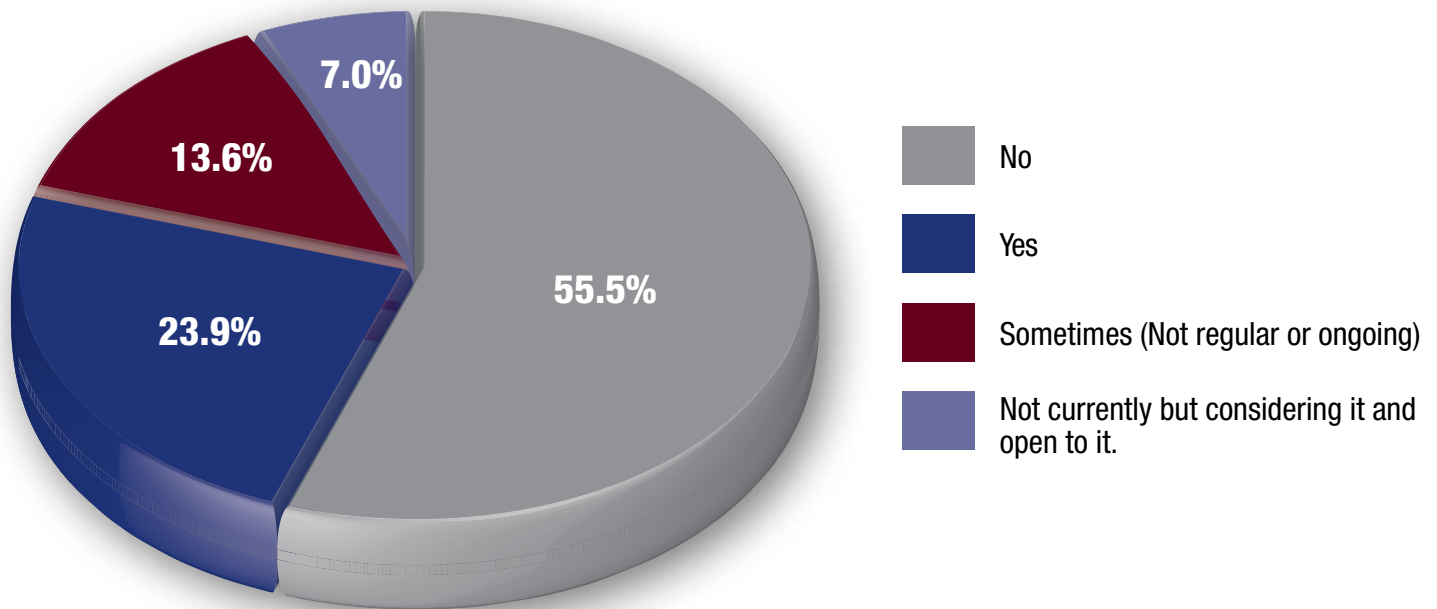
**Q12. In which of the following regions would you prefer to work?**



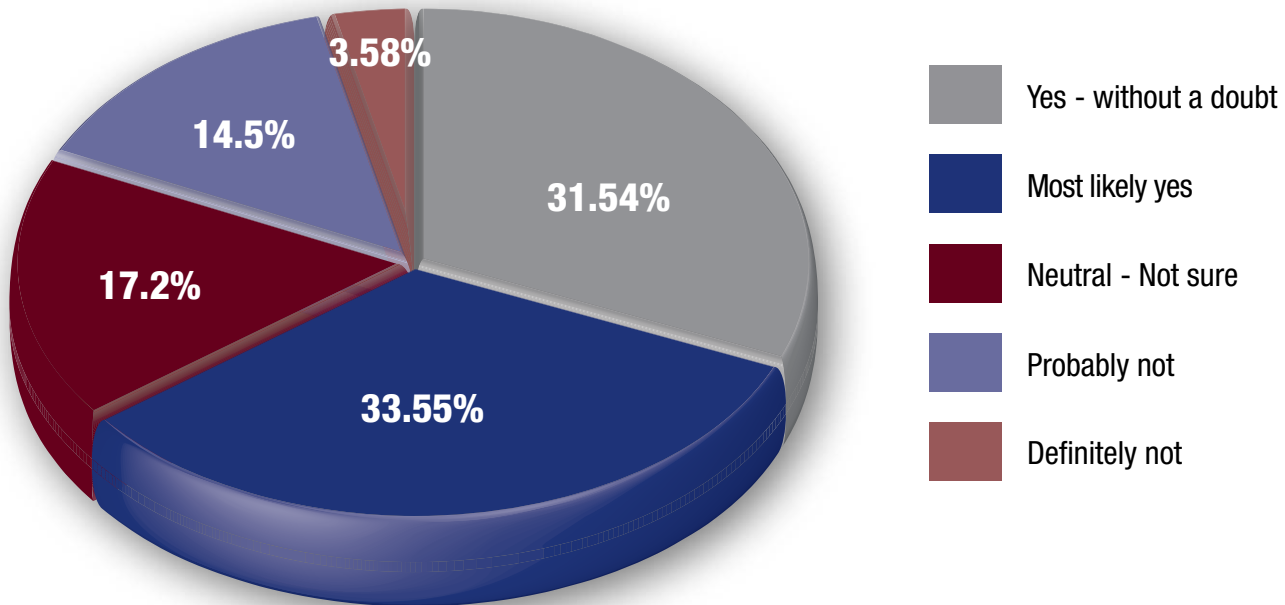
**Q13. On average, how many solicitations per week do you receive (via phone, email, regular mail, etc.) about new practice opportunities?**



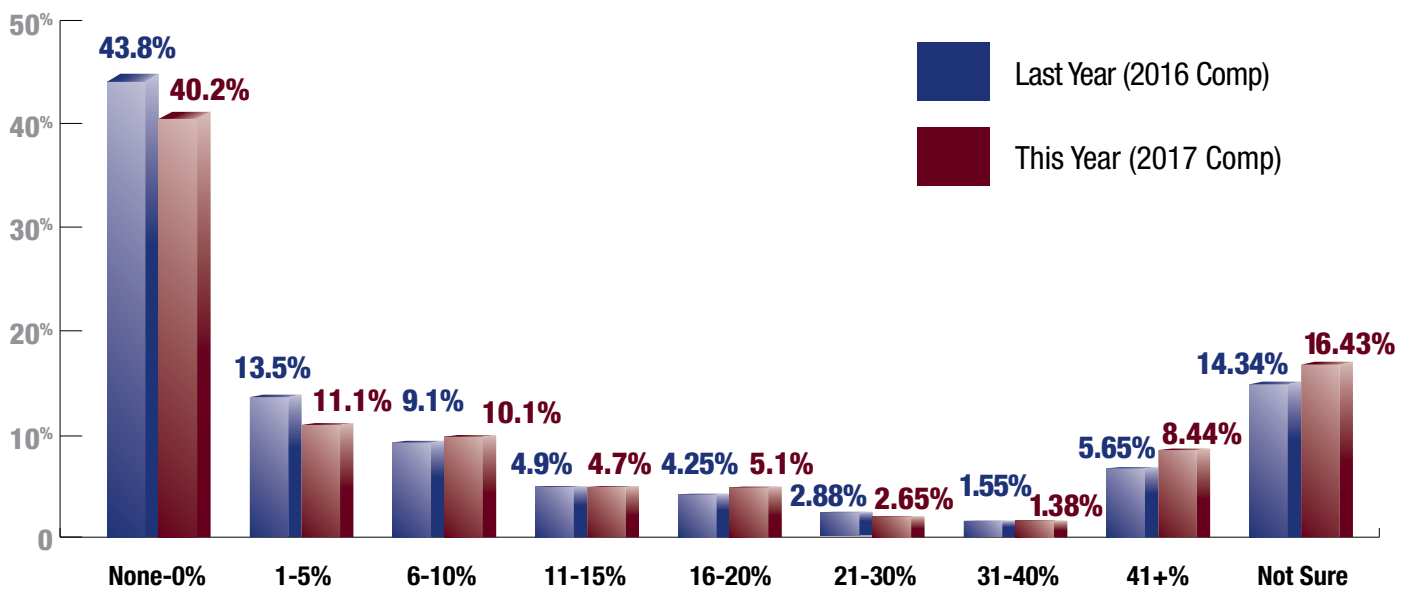
**Q14. Do you moonlight, or have a “side-gig” in addition to your primary practice role?**



**Q15. Would you choose medical practice as a career again, if given a chance to go back and re-start your career?**



**Q16. What percentage of your 2017 income was quality- or value-based, as opposed to base salary or volume/production based pay?**



## About The Medicus Firm:

Since 2001, The Medicus Firm has partnered with hospitals and physician groups nationwide to help them meet their physician recruitment needs.

The Medicus Firm has grown into one of the largest physician search firms in the industry through excellent client satisfaction, employee engagement & retention, and industry stewardship.

We have successfully recruited to a wide variety of locations and settings including rural, mid-size, and metro areas, academic, private practice, and employment opportunities, making TMF among the most knowledgeable, effective recruitment teams in the industry.

From our offices in Dallas, TX, and Atlanta, GA, more than 100 associates are focused on our clients' success in recruiting permanent physicians, nurse practitioners, physician assistants, CRNAs, and physician executives and leaders.

### Winner of the “Best Companies to Work for in Texas” for Nine Consecutive Years!

The Medicus Firm was selected as Best Company to Work for in Texas for the ninth consecutive year. The survey is conducted by Best Companies Group in conjunction with Texas Monthly, The Society for Human Resource Management and the Texas Association of Business. The Medicus Firm places a high value on the recruitment and retention of excellent internal talent which translates into improved outcomes on behalf of our clients.



### Best of Staffing - Client Satisfaction

The Medicus Firm was named to Inavero's Best of Staffing List six times in the past eight years. Best of Staffing, presented by Careerbuilder and Inavero, is the nation's only client satisfaction award that recognizes exceptional service in the staffing industry across all sectors (medical, legal, industrial, etc.). The Medicus Firm completed a rigorous client survey process to be considered for the award. Fewer than 1% of all staffing firms made the final list. This award denotes the staffing industry's elite leaders in service quality and client satisfaction.



### The Medicus Firm proudly serves as an Executive Partner of the Medical Group Management Association.



The Medicus Firm is a proud and active member of the National Association of Physician Recruiters (NAPR) serving on its board of directors, ethics committee, vendor services committee, and education committee. To learn more about the NAPR and its membership, visit: [www.NAPR.org](http://www.NAPR.org)



### Forbes named The Medicus Firm among the nation's Best Professional Recruiting Firms, for 2017 & 2018.

The Medicus Firm was also included in *Modern Healthcare's* Top 100 “Best Places to Work in Healthcare,” for seven consecutive years, through 2018.